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Wowed by atlas

Secretary of State David Crombie was so impressed with work on the *Historical Atlas*, one of several major U of T research projects he visited April 6, he invited project

director Bill Dean (left of Crombie) and his colleagues to bring it to Ottawa for a presentation to representatives of several ministries. Among those who toured the research projects

with Crombie were David Cameron, vice-president, institutional relations (left), and Pierre Gaudet (right), ministerial assistant for education and research, Secretary of State's office.

Mission
statement
planned

In his April 16 report to Governing Council, President George Connell said he and the provost will hold a two-day meeting in June with principals and deans to discuss the development of a new statement on the University's mission.

The president said further discussions will then take place at the Planning & Resources Committee, the Planning Subcommittee and Council to bring the next step in the renewal process to a swift conclusion.

"When we have more clearly defined the University's mission, we will be able to become more seriously engaged in questions of ways and means," the president said. His report dealt almost entirely with a discussion of his renewal paper, released in March.

The University's commitment to research and graduate studies distinguishes it from all other Canadian universities, he said. "There is no other university that can rival the University of Toronto in the scale, scope and quality of graduate studies. This has important implications for undergraduate studies, not in the sense that the importance we attach to graduate studies diminishes the importance of undergraduate studies, but that it modifies their character."

The most important issue the renewal paper addresses is that of the nature

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Support cooperation, Connell asks staff

In an April 16 letter to staff association president David Askew, President George Connell says he hopes the administrative staff will reject collective bargaining and opt instead for a relationship with the University based on mutual trust and a commitment to co-operation and consultation. (The letter appears on page 11 of this issue of the *Bulletin*.)

The president has invited Askew and the UTSA executive to meet Alec Pathy, vice-president, business affairs, to discuss the proposals for a new relationship outlined in the renewal paper.

However, if the staff decides to enter into a bargaining relationship with the University, it should seek union certification under the Ontario Labour Relations Act rather than a memorandum of agreement, the president says.

"Other organizations have found it possible to establish harmonious and productive relationships with their staff without resorting to a collective bargaining process, substituting for it the potentially far more powerful principles of shared mutual interest," the letter says. At present, UTSA discusses compensation and many other issues with the University but does not engage in collective bargaining.

Connell wrote Askew in response to a March 24 letter from the UTSA president notifying association members that the UTSA Board of Representatives would recommend either certification or maintenance of the status quo should the Business Affairs Committee reject a memorandum of agreement with the staff. The matter is on the committee's April 29 agenda.

The president says he will recommend that business affairs postpone consideration of a memorandum with the staff to allow time for discussions between the administration and UTSA regarding a

new set of principles to guide the relationship between the University and the staff.

Eleanor DeWolf, assistant vice-president, human resources, says the administration believes UTSA's proposed memorandum of agreement is tantamount to a union contract without the legal constraints associated with unionization under the Labour Relations Act.

"We're not opposed to unionization, but we think a memorandum is unionization through the back door and we want employees to know the implications if they elect to have a collective bargaining relationship," DeWolf said.

The memorandum proposed by UTSA is, in effect, a model for uncertified collective bargaining, she continued. It differs from the faculty memorandum in that it includes provisions for negotiation of all personnel policies and terms and conditions of employment as well as automatic dues check-off for all staff in the bargaining unit.

Given the good will of both the administration and the staff, a new relationship can be developed, DeWolf said. "We really do feel there's an alternative to collective bargaining. We would like to explore the possibility."

Askew said the UTSA executive will consider the president's request for a meeting on the matter. "I can't imagine that it's going to lead anywhere," he said, "but it might make sense to meet and find out what he's talking about." Staff representatives on business affairs may request that consideration of the memorandum proposal not be postponed, he added.

Askew said he thinks the new relationship proposed by the president may amount to little more than continuation of the current situation. Unless the staff has recourse to binding arbitration or

some other way of challenging University decisions, they will be imposed regardless of UTSA proposals. Even the faculty association found that without a provision in the Memorandum of Agreement for binding arbitration, its influence was severely limited, Askew said.

The staffs of both Queen's and Western have recently launched campaigns for union certification, the former with the Ontario Public Service

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Harassment policy agreement
still being sought

The Executive Committee of Governing Council decided not to return the proposed sexual harassment policy to Council this month in the hope that more time might allow for a resolution of the controversy over the time limit for filing complaints.

At its March 9 meeting, Council referred the policy back to the administration to see if the time limit of four months could be extended according to the wishes of various constituencies. The faculty association, however, opposes any lengthening of the time period.

At the April 7 Executive Committee meeting, President George Connell pointed out that, because of the terms of the administration's Memorandum of Agreement with the faculty, a sexual harassment policy that did not have the approval of the association would be difficult to enforce.

Connell said it was not essential to return the policy to Governing Council this month. He doubted, however, that a

consensus on the time limit could be achieved.

Professor Michael Finlayson, president of the faculty association, confirms that the association is unlikely to change its position. "We support the administration's policy," he says. "We hope Governing Council will implement it. We think it's needed."

Further discussion would be fruitless, Finlayson says, since the four-month time limit is twice as long as the one the association originally wanted. "We were talked into modifying our view after umpteen months of discussion."

A coalition of groups calling for a six-month time limit believes, however, that agreement on it could still be reached. Jan Nolan, liaison officer of the Graduate Students' Union and a member of the coalition, says many faculty members could be persuaded to support a time limit longer than four months. "Even now a lot of faculty

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Harassment

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members are concerned about the stance the faculty association has taken."

Although many faculty members support a longer time limit, it doesn't rank as a high priority with them, says Nolan, and "they don't have a lot to gain by speaking out."

She says the coalition — which includes representatives of the University of Toronto Staff Association, the Students' Administrative Council, the Association of Part-time Undergraduate Students and the GSU —

Cooperation

Continued from Page 1

Employees Union, the latter with the Canadian Union of Public Employees, he said.

In his March 24 letter to UTSA members, Askew said membership had risen to 51 percent of eligible U of T employees. DeWolf said that on the basis of March payroll information, the administration estimates UTSA membership at 48 percent of those eligible to join. As of April 1, the association had 1,880 members of a possible 3,700, according to UTSA. DeWolf said the administration has counted 1,808 association members of a possible 3,771.

Many UTSA members supervise employees or have access to information confidential to management and are excluded from a potential bargaining unit by the Labour Relations Act, DeWolf added. UTSA's size would be "very significantly altered in a formal collective bargaining relationship."

sought permission to argue its case at a meeting of the faculty association but was refused.

At the Executive Committee meeting, Vice-Provost David Cook said some flexibility regarding the timing of a complaint is allowed in the policy as it is now structured. Section 16(4) provides for the sexual harassment officer to wait up to six months after an alleged incident before informing a respondent that a complaint has been made, provided there are exceptional circumstances — other than the formal relationship between the two parties — to warrant such a delay.

The proposed policy, in Section 16(5)(a), also allows the officer, at the request of a student who files a complaint, to arrange for someone other than the respondent to evaluate the work and examinations of the student.

Cook says some efforts will be made to discuss the time-limit problem with the faculty association and other constituencies before the Executive Committee meeting in May.

In response to another criticism of the policy by Council, the Executive Committee approved an amendment to Section 8 in order to distinguish between sexist behaviour, which is not dealt with by the disciplinary procedures of the policy, and verbal harassment, which the policy does address.

Mission

Continued from Page 1

and structure of undergraduate education, Connell said. Undergraduate programs must be organized to take advantage of the University's distinctive role in research and graduate studies.

Underlying the central concerns of research, graduate studies and under-

Governing Council briefs

Sexual Harassment

Vice-Chairman Joan Randall told Governing Council last week that the May 12 Executive Committee meeting will decide whether the proposed sexual harassment policy is ready for forwarding to Council on May 21. Before the committee meeting, she said, attempts will be made to resolve the dispute between the faculty association, which is insisting on a four-month time limit for filing complaints, and other groups, which want a longer time limit. Alumnus Paul Cadario remarked that the policy would be set by Council, not by the faculty association. He questioned whether the Memorandum of Agreement, under which the association must approve any disciplinary policy involving faculty, is being used "constructively". Professor William Callahan responded that since the memorandum is a contract it must be respected. Chairman St. Clair Balfour agreed. Otherwise, he said, Council could pass a policy that was unenforceable.

OISE

Council approved the extension of the current agreement with the Ontario

Institute for Studies in Education to June 30, 1989. Professor William Callahan, chairman of the Academic Affairs Committee, explained that the provincial government had asked for an extension of the agreement since negotiations on the future of the relationship between OISE and U of T are not likely to be concluded before the current agreement expires this June.

Ombudsman's report

Professor Mike Uzumeri and other members praised the Ombudsman's report (published as a supplement to this issue). "It tells me there are very few problems," he said. But Uzumeri objected to the report's frequent calls for new policies on such issues as the cancelling of courses and time limits for returning marked assignments to students. Many such matters can be resolved with common sense and do not require policies, he said, adding that he feels Council spends too much time setting policies. Undergraduate Brian Burchell pointed out that the Ombudsman's terms of reference oblige her to inform Council of issues that need clarification and that it would therefore be inappropriate to object to her doing so.

Tuition fees

To ensure approval of the tuition fee schedule in time for the summer session, Governing Council delegated the authority to approve the 1987-88 tuition fee schedule to the Planning & Resources Committee. Planning and resources will discuss the matter at its April 27 meeting. A special April 30 meeting of Council to discuss the budget report and tuition fees was cancelled when it became clear that the report could not be prepared in time due to a delay in government funding and fee announcements. At Council graduate student Fawn Currey and part-time undergraduate Claire Johnson requested information on discussions on tuition fee increases between representatives of the Graduate Students' Union and the administration. Graduate student Bart Harvey said meetings between GSU representatives and assistant vice-president (planning) Dan Lang had resulted in "an equitable compromise" on 1987-88 fees. Professor Mike Uzumeri, a member of planning and resources, said the committee would consider the fee schedule on its merits and not be bound by prior agreements between the administration and the GSU.

graduate education are questions of capacity, Connell said. The University must develop a "self-conscious and very refined sense" of an appropriate number of students capable of taking full advantage of its programs. To exceed that capacity by a substantial amount would be to put at risk the quality of the student experience.

The renewal paper places special emphasis on the selection process by suggesting ways to help students decide when their interests and aspirations are well matched with U of T's programs. The president said his renewal proposals are not "elitist", but are designed to encourage diversity and balance in the composition of the student body.

He said the renewal paper was necessarily selective; the fact that certain aspects of the University's work — professional faculties and the School of Continuing Studies, for example — were not discussed in detail was not an indication of any lack of importance. On the contrary, he said, many topics not dealt with in the paper merit further discussion.

After the completion of its regular agenda, Council had its first opportunity to discuss the Stansbury report on attitudes to governance when it met in committee of the whole *in camera* in the Board Room.

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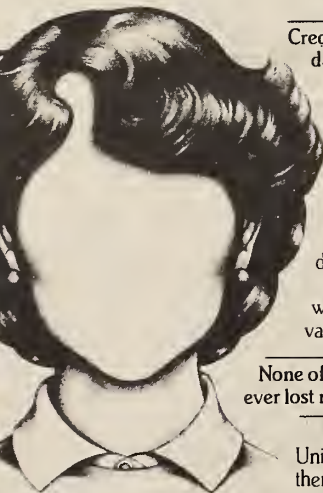
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Career development policy on the way for staff

A new performance appraisal policy is the next step on the way to a career development program for University staff, says Eleanor DeWolf, assistant vice-president, human resources.

If approved by the April 29 Business Affairs Committee meeting, the performance appraisal proposal will provide for the distribution to supervisors of a redesigned appraisal form, more structured and detailed than the current one, and guidelines for its use.

DeWolf said the new form and procedures should encourage all supervisors and employees to make greater use of the appraisal process than they have in the past. The Human Resources Department will monitor implementation of the policy and report progress to

the divisions of the University.

The new forms are an important step towards a career development program because they allow supervisors and employees to evaluate performance thoroughly and identify areas that require improvement.

DeWolf said she hopes to seek approval next year for a career development policy for staff. It will provide for career and staff planning programs to help people train for new jobs in different categories. To help ensure that the end result of training is a job change, individual career plans would be developed with division staff needs in mind.

Moving from one category to another — "ladder building" — can be difficult

at the moment because there is no formal mechanism in place to assist those who want to transfer, DeWolf said. Under a new policy, management would be committed to helping superior employees upgrade, she added.

Staffing plans will allow managers to match trained internal candidates with available positions. Given the likelihood of a certain number of positions in accounting, for example, provision would be made to train staff currently doing clerical work in financial areas.

DeWolf also said she hopes revised employment policies will be ready for presentation to business affairs in June. These include sections of the Manual of Staff Policies dealing with grant-supported staff, recruitment, internal and external hiring, casual employment and other areas.

The proposed changes are part of a process of revision that began last year with the approval of new sections on employment equity, video display terminals and termination of employment. The process will eventually result in a "complete overhaul and updating" of the staff policy manual, DeWolf said. An up-to-date, well-organized, intelligently written manual should receive more consistent use by administrators, she added. It will take two or three years to complete the updating of the entire policy manual; after that, the revision process will be continuous.

Koffler Centre site approved for parking garage

The Business Affairs Committee voted April 15 to recommend for approval the construction of a 450-space, above-ground parking garage west of the Koffler Student Services Centre, just north of College St., at an estimated cost of \$6.2 million. The facility would be paid for with revenues generated by the University's parking ancillary and a loan of up to \$2.2 million.

Discussion of the proposal by committee members turned on the design, location and height of the facility, financing the capital cost of construction and parking rates, methods of budgeting for ancillary services and the agreement on the provision of parking space with the city.

Janice Oliver, assistant vice-president, facilities and administrative systems, described the need for more parking on the St. George campus and the University's agreement with the City of Toronto to provide 2,030 spaces. With the construction of the Earth Sciences Centre, the southwest campus lost about 300 spaces and over the next five years the University expects to lose another 200, she said.

Government appointee Bernard Herman said he thought the agreement with the city placed too heavy a burden on the University and suggested that a request be made to reduce the number of mandatory spaces. Demand for parking could be reduced by increasing the price, Herman said.

Governing Council secretary Jack Dimond said the University is already permitted to provide fewer parking spaces than city bylaws require elsewhere. In addition, he said, reduced parking space would result in University employees and students using the streets around the campus, thereby depriving the permanent residents of the area of their parking spaces. These two factors diminish the likelihood of reconsideration of the agreement, Dimond added.

Professor John Galloway said the Koffler Centre site is the best one because there the garage will be relatively unobtrusive. Staff representative Michael Jackel and student Michael Bilaniuk said the structure should not exceed five levels. (The proposal calls for the initial construction of a five-level structure, with provision made to allow the addition of several more levels in future.)

In response to a question from Pro-

fessor Mike Uzumeri, Oliver said drawings of the facility will be brought to business affairs for its consideration when they are ready for approval.

Committee members took differing views on the question of parking rates. Government appointee Douglas Grant suggested that the new garage pay for itself and that all the costs associated with it be added to the financial equation. Alumni Edward Wilson and Miller Alloway felt there was room for some increase in campus parking rates.

Alec Pathy, vice-president, business affairs, said that according to University policy on ancillary services the costs and revenues of a particular part of an operation are included in the total budget for the service. This pooling of costs and revenues avoids different prices at different places for the same service. He cited the example of food services, where some locations make money and others lose, but where the revenues generated overall are enough to support the entire operation.

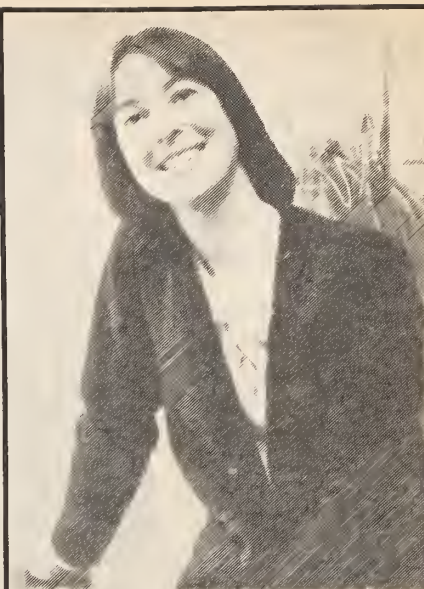
Uzumeri said he supported the policy of establishing a pool of parking revenues to pay for building and maintenance. The costs associated with commuting to the campus and parking could inhibit promising academics from moving to Toronto to work at the University, he said.

To pay for the new facility the rate for reserved parking downtown will increase to \$50 a month from the current \$42.17. At Erindale and Scarborough a \$10 monthly fee will be charged to permit holders who park on the downtown campus.

The rate for unreserved parking will rise to \$30 per month from \$21.08 and student parking to \$28 from \$20. The average unreserved monthly rate now charged by institutions near the University, such as hospitals, is \$47.

Rates for daily and evening cash parking will also increase, and there will now be charges for motorcycle parking. In the four years following 1987-88, the projected increase is five percent a year.

The recommendation to build the parking garage will be discussed by the Committee on Campus & Community Affairs on April 21 and by Governing Council on May 13. Should Governing Council decide not to approve the garage, business affairs would reconsider the parking ancillary budget and therefore the rates it has set to pay for new facility.



DAVID HARFORD

Teaching award winner

Melba Cuddy-Keane, a professor of English, is this year's winner of the Scarborough College teaching award. She was cited by her nominators, including current and past students, many of whom are teachers themselves, for the quality of her work and her open-mindedness, sensitivity and empathy. Her colleagues praised the "keen scrutiny and patient attention" she brings to her students' work. "I have seen her repeatedly produce a silk purse where I found only a sow's ear," one said. Cuddy-Keane will receive the award, sponsored by the college, its alumni association and students' council, at the June 16 convocation.

Universities await tuition fees announcement

Continuing silence in the Ministry of Colleges & Universities on tuition fees for next year has resulted in the cancellation of a meeting of the Planning & Resources Committee originally scheduled for April 13, then moved to April 20. Tuition fees were to be presented for approval at that meeting and the budget was to be presented for information and discussed at the next meeting, scheduled for April 27. Instead, both tuition fees and the budget will be presented for approval April 27.

Dan Lang, assistant vice-president (planning) and university registrar, says the budget he has prepared probably has accurate guesses as to the allocation of operating grants and non-formula grants, but "I don't know whether we've made the right guesses about tuition fees. It will probably take us a day or two to sort all that out once the announcements come." The government has been considering eliminating incidental fees for specific groups of students and instead folding the equi-

valent amount into tuition fees. The amount received by the universities would be the same, but bookkeeping arrangements would have to be created to ensure that those services needing extra money got it.

If the announcements don't come in time for the April 27 meeting, the budget and tuition fee increases will probably be presented for approval provisionally. If the assumptions turn out to be incorrect, a modified recommendation would have to be brought back.

Each year, the Ontario Council on University Affairs prepares a recommendation to the minister on the distribution of formula and non-formula funds. The minister then accepts or rejects the advice and makes an announcement on the subject. That announcement came on March 10.

The next step is for OCUA to do the arithmetic — to determine the allocation for each institution. On receipt of this memorandum, the minister chooses to accept or reject it and then announces the allocations to the universities.

Southam fellows named

The winners of the Southam Fellowships for Journalists for 1987-88 were announced last week by President George Connell. They are Robert Vincent Carty, senior producer, CBC "Sunday Morning", Toronto; Joan Crockatt, natural resources reporter, *Star-Phoenix*, Saskatoon; Sheldon Gordon, editorial writer, *The Globe and Mail* Toronto; John Spears, reporter,

The Toronto Star; and Beverley Spencer, reporter, *The Leader-Post*, Regina.

The fellowship provides two-thirds of a winner's salary for an eight-month university year, tuition and travel expenses to and from Toronto and a living allowance for out-of-town winners. Fellows can enrol in any course at the University, but do not receive credits.

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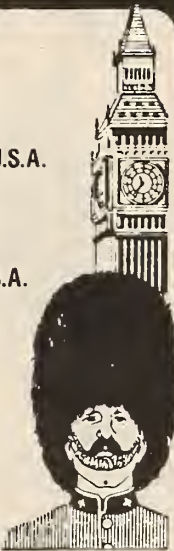
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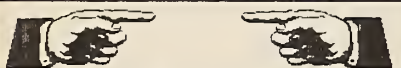
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Play about holocaust premieres next week

by George Cook

Broken Silence, based on the book by Erindale sociology professor André Stein, depicts a survivor's attempt to understand the meaning of the holocaust. The new play receives its first public performance at OISE auditorium April 27 before a tour, beginning this autumn, of Ontario secondary schools.

Stein was eight years old when the Second World War ended. He had been saved from the Nazi death camps by an aunt, but more than 60 members of his family perished. He left his native Hungary during the revolution of 1956 and went first to Paris and then to California, where he studied for his doctorate in sociolinguistics and French literature. Upon receipt of his PhD in 1969, Stein was offered a teaching position in the U of T French department. In the ensuing years, his research led increasingly to the field of human communications, and he joined the sociology department at Erindale College.

In 1984, Lester & Orpen Dennys published Stein's *Broken Silence: Dialogues from the Edge*, in which the author confronts five fictional personae derived from his experience, among them a victim, a torturer and himself as a boy. A year later, Elizabeth Szathmary, artistic director of The Inner Stage, a Toronto company specializing in children's theatre, came across the text while browsing in a bookstore. She spent most of the next two days reading and before she had finished, she decided to ask Stein for permission to adapt his dialogues for the stage. Two years later, the work of adaptation is finished and the company is in rehearsal.

The play, says Stein, is an important extension of the book. "Basically, all the non-academic writing I do on the holocaust is written in such a way as to be available to teenagers. The current generation is very close to not knowing anything about the holocaust, and the survivors are dying out. It is important that this generation be sensitized and informed about what happened because genocide continues to happen. I am really scared of the smug attitude of the

people who say nothing like this could ever happen in Canada or North America."

In research conducted several years ago, a colleague discovered that the total amount of material dealing with the holocaust in history books used in Ontario schools amounted to about a single paragraph. So when Szathmary approached Stein to propose the play, he saw an opportunity to help redress the balance. At a time of attempts to diminish the extent and severity of the attack on European Jewry — to the point, in the most extreme cases, of denying the existence of the concentration camps — the task of education, beyond the important but depersonalized teaching of the facts, falls to those who directly experienced the events, says Stein.

He wrote *Broken Silence* not to come to terms with the holocaust — "I have tried to come to terms with the fact that I will never come to terms," he says — but to try to make sense of what happened. Much of his earlier scholarly research dealt with everyday life in the camps and ghettos, but he began to feel that this work failed to communicate adequately the important aspects of his own experience. He discussed the problem with colleague Eli Weisel, the author and holocaust survivor, who urged Stein to write a testimonial to complement his scholarship. "When we disappear, they won't know what really happened," said Weisel. "And every account is also a memorial to the people who died," Stein adds.

While *Broken Silence* is a personal account of one man's confrontation with memories of torture, death and the struggle against despair, in its dialogical structure it reveals the hand of the scholar and teacher. The stage adaption maintains that structure but does not present the dialogues sequentially, as the book does. Instead, they are interwoven to heighten stage effects and dramatic development. The work of adaptation took about two years, Szathmary says. A first attempt read well, but was ineffective on stage. "It lacked emotional power." The next ver-



Seven-year-old André Stein and a two-year-old cousin in a Budapest park in 1943.

sion attempted the interweaving of the dialogues to create drama and forward movement, "a living event".

Szathmary, Stein and others contributed to the adaptation and he has helped the actors (one of whom plays the André Stein role) realize their characters fully. "I gave them a mini-course in what it was like for a child and his family to go through the Nazi occupation. And we dealt at great length with what it is like to live with these memories in the 1980s in Toronto, what to do with Nazi war criminals, the need for accountability and justice but not revenge."

Szathmary too hopes the play will encourage understanding of the holocaust among high school students. Each production can be accompanied by a question-and-answer session. Stein will take part in several of these at Toronto-area schools this fall. In addition, Szathmary wants to help create interest in theatre.

The small Inner Stage company — so named because it emphasizes the role of the imagination — likes to think of itself as children's theatre for adults, she says. Its guiding principle is integration of the performing arts: theatre, music and dance. The music for *Broken Silence* has been adapted by Sudbury composer Marc Cholette from Jewish and Hungarian folk songs and the choreography is by two Inner Stage company members. The production is sponsored by the Ontario Arts Council, the Canada Council and the Toronto Arts Council.

As the company prepares for the play's preview, Stein looks forward to the publication this fall of a new book, *Silent Heroes*, which tells the stories of seven Dutch families, now living in Ontario, who sheltered and saved about 50 Jews during the war. The book describes their experiences in Holland and Canada and, in two analytical chapters, tries to explain why they were willing to risk their lives to help strangers at a time when many others hadn't the courage or were eager to collaborate. Stein is also preparing a book on an 1883 "blood libel" case, in which a group of Hungarian Jews were accused of killing Christian children and using their blood for ritual purposes. "It was very late for such a medieval case to come up," Stein says. Although it took place in a small village in eastern Hungary, the trial was extensively covered by the *New York Times* and other international newspapers and set the stage for the Dreyfus affair in France.

For information in the OISE performance of *Broken Silence* and school bookings, call The Inner Stage, 967-3548.

Shelton to describe discovery at supernova celebration

Ian Shelton will be the star April 24 at an 8 p.m. Convocation Hall celebration of his discovery of a spectacular supernova, named in his honour, in the Large Magellanic Cloud, a satellite galaxy 163,000 light years from the Milky Way.

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Member of the University Newspapers Group.

President George Connell will open the program on behalf of the University and Shelton will give his account of the discovery. Professors Donald Fernie, Robert Garrison and Marshall McCall will discuss the history of the David Dunlap Observatory in Richmond Hill, the Las Campanas observatory in Chile and the scientific importance of the supernova respectively.

Frank Oberle, minister of state for science and technology is scheduled to attend, along with David Dunlap, whose grandfather was the first benefactor of the Richmond Hill facility.

Shelton discovered the supernova on Feb. 23 while viewing a photograph he had taken of the Large Magellanic Cloud using a 10-inch telescope at the Las Campanas facility, 500 kilometres north of Santiago.

The supernova baffled theorists by quickly entering a plateau phase (Feb. 26 to March 12), when it ceased to brighten, before beginning to grow again at a reduced rate. Spectroscopic readings show that the exploding shell of the collapsed star has evolved from hydrogen to a complex mixture of many elements. Supernovas are the elemental alchemists of the universe, thought to produce the heavy metals, such as gold and silver, from lighter ones, originally hydrogen and helium.

Specific goals needed to attract donations

by Judith Knelman

Universities should be encouraged to cooperate in defining their missions and deciding on the focus of their efforts, says a report by the Corporate-Higher Education Forum. The report assumes that a major portion of future corporate support for universities will be provided in the form of targeted funds or contributions in kind or for campaigns related to stated strategic purposes.

"Some would argue that universities are, by definition, goal diffuse and therefore cannot articulate institutional goals," says the report, *From Patrons to Partners: Corporate Support for Universities*. "Nonetheless, as funding for universities has become scarcer, and as universities have begun to seek major financial support from private sources, the need for universities to define their goals and missions has become evident."

The report points out that as universities define their strengths they are also identifying their most appropriate sources of support. By the same token, sources of support will be able to identify those universities with the greatest academic strength or potential in a given area. "Universities seeking support for special areas should communicate this information clearly to one another as well as to the corporate community to avoid being accused of unnecessary duplication."

The forum was established in 1983 to bring together corporate and university leaders to discuss and act on issues of concern to both communities. Its task force on funding higher education was established in October 1985 after a discussion on the broader support relationship generated lively responses at the annual meeting that year. The task force consisted of John Panabaker, chairman of the board of Mutual Life (chairman of the task force), James Black, chairman of Molson's, William Bradford, deputy chairman of the Bank of Montreal, Leslie Harris, president of Memorial University, David Johnston, principal of McGill, Paul Phoenix, president of Dofasco, David Smith, principal of Queen's and Norman Wagner, president of the University of Calgary.

The task force found that many university administrators feel that fund raising is too often thought of within the universities as peripheral to the academic enterprise. Development, says the report, must have its roots in the teaching and research priorities to which the faculty is committed. Its purpose should be to make the university better able to pursue its basic mandate of teaching and research.

Corporate interest in projects that fit the priorities established by a university may result from the professional knowledge of development officers,

says the report, or from the participation of faculty members who have contacts resulting from contract research, consulting or even direct industrial experience.

The report recommends that the forum challenge its members and other corporations operating in Canada to set specific goals for the support of higher education relative to their earnings. Such programs exist in the US in the form of two percent and five percent clubs.

In the US, corporate giving as a percentage of pre-tax income has been roughly double that in Canada over the past 10 years and is approaching three times the level in Canada. In the US, education received the greatest share of corporate support, 39 percent, compared to 29 percent for health and human services. In Canada, education received 25.3 percent of the corporate donations dollar in 1985 and health and welfare 44.5 percent.

The task force found that medium-sized companies give at significantly higher levels relative to profits than larger corporations. But a much higher proportion of the medium-sized firms with assets of \$1 to \$25 million reported no charitable donations whatever, compared to the larger corporations.

In Canada in 1980, individual giving was seven times corporate giving. In the US that year, individual giving was 15 times the rate of corporate giving. "Canadian universities obviously have a major task ahead in developing increased support from both corporations and individuals," concludes the report. It points out that increases in alumni and individual donations could increase corporate support as well, since the same people could hold positions of corporate power with the ability to make decisions about supporting universities.

Securing corporate support for university development projects has become of late a businesslike activity involving active negotiation between the two parties, says the report. The university stands to benefit not only financially but also politically, since the acquisition of major corporate support can be used as a lever for increased government support if it is presented as proof of the relevance of the university's pursuits to the country's economic and social well-being. Corporate support can also enhance the reputation of the university and of faculty members whose activities attract the funds.

The corporation stands to benefit financially as well in the form of more productive university-educated employees, new ideas through the transfer of technology and an extension of the research and development arm. Its image as a socially responsive corporation is enhanced by donations to universities and, for foreign-owned firms doing business in Canada, support for research activities can be used as a demonstration of a commitment to the development of the province or the nation.

A recently released strategy paper by the Canadian Manufacturers' Association calls for an increased commitment to research and development by corporations, better tax breaks to reward industries that sponsor research and increased funding for business education and research in universities. The paper is part of a series called *Keeping Canada Competitive*. The next paper, to be released April 23 in Calgary, will focus on the importance of post-secondary education. U of T members on the CMA task force on business-education relations are Professor J.D. Fleck of management studies and Dean Gary Heinke of engineering.



STEVE BEHAL

Old friends

American actress Sandy Dennis (right), in Toronto performing in a play, visited Hart House last week to hear British author Margaret Drabble read from her new novel *The Radiant Way*.

Dennis first met Drabble in 1969 when she starred in a film written by Drabble based on her novel *The Millstone*. Drabble's appearance on campus was arranged by the U of T Bookroom.

Faculty associations pressure CAUT to change

The University of Toronto Faculty Association Council has decided that UTFA should withdraw from the Canadian Association of University Teachers on July 1 unless dues are reduced and collective bargaining activities eliminated. The decision will be presented for information at the UTFA annual meeting on April 22.

UTFA paid \$170,000 this year in membership dues to CAUT and would have had to pay \$180,000 next year. A condition of continuing membership is that CAUT restrict its dues to not more than \$120,000 a year for the next three

years. UTFA would also insist that the association undertake to reduce its staff by at least six and that it confine its activities to lobbying, protecting academic freedom and tenure, fighting discrimination, producing information on salaries and benefits, building international links and publishing its newsletter.

Since the faculty associations at Western and Carleton have also threatened to withdraw, CAUT is considering constitutional and bureaucratic reforms, says UTFA president Michael Finlayson.

PERSONNEL NEWS

Job Openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (4) Christine Marchese; (6) Mirella Taiariol; (7) Sandra Winter.

Clerk Typist III

(\$16,570 — 19,490 — 22,410) Law (6), Dictionary of Canadian Biography (4), Continuing Medical Education (2)

Applications Programmer Analyst III

(\$30,560 — 35,950 — 41,340) Zoology (6)

Dean of Women

(\$35,780 — 42,090 — 48,400) (Accommodation is provided in the Women's Residence.) New College (3)

Engineering Technologist II

(\$23,620 — 27,790 — 31,960) Physics (3)

Engineering Technologist III

(\$26,200 — 30,820 — 35,440) Zoology (6)

Laboratory Technician II

(\$20,230 — 23,800 — 27,370) Banting & Best Medical Research (1), Pathology (1), Medicine (1), Ophthalmology (1)

Research Officer II

(\$22,340 — 26,280 — 30,220) Occupational & Environmental Health Unit; 40 percent full-time, five-month term position (6)

Secretary I

(\$16,570 — 19,490 — 22,410) Clinical Biochemistry, temporary (1)

Secretary III

(\$20,000 — 23,000 — 27,000) St. Michael's College (1)

Senior Systems Auditor

(\$39,800 — 46,820 — 53,840) Internal Audit (1)

UTSA annual meeting

Alec Pathy, vice-president, business affairs, and Provost Joan Foley have written a memo to principals, deans, directors and chairs asking that staff who wish to attend the UTSA annual meeting April 30 be allowed to leave work early (3 p.m. downtown; 2.45 p.m. at Erindale, Scarborough, the U of T Press in Downsview and the Institute for Aerospace Studies).

The location of the meeting has been changed from the Sandford Fleming Building as previously announced to Hart House Theatre. Registration is to begin at 3 p.m. and the meeting will follow at 3.30.

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Search committee, clinical biochemistry chairman

A search committee has been established to recommend a professor and chairman of the Department of Clinical Biochemistry. Members are: Dean Frederick H. Lowy, Faculty of Medicine (*chairman*); Professors R.H.A. Haslam, Department of Paediatrics; S.N. Huang, Department of Pathology; Harry Schachter, Department of Biochemistry; Leslie Spence, Department of Microbiology; J.G. Hill,

J.E. Kudlow and C.C. Liew, Department of Clinical Biochemistry; Rose Sheinin, vice-dean, School of Graduate Studies, Department of Microbiology; and Dr. D.S. Layne, vice-president, research, Toronto General Hospital. The committee would welcome advice regarding this appointment. This may be communicated, preferably in writing, to the chairman or to any member of the committee.

Search committee, Biles Professor of Medical Research

A search committee has been established to recommend the first Biles Professor of Medical Research in the Faculty of Medicine. Members are: Dean Frederick Lowy, Faculty of Medicine (*chairman*); Professors K.L. Moore, associate dean, basic sciences; G.N. Burrow, Department of Medicine; Jennifer Dorrington, Banting & Best Department of Medical Research; R.G. Miller, Department of Immunology; A.M. Rauth, Department of Medical Biophysics; Harry Schachter, Depart-

ment of Biochemistry; Rose Sheinin, vice-dean, School of Graduate Studies, Department of Microbiology; and S.M. Strasberg, Department of Surgery. The committee will be seeking the first Biles Professor from among the members of the Banting & Best Department of Medical Research. Advice regarding this appointment would be welcome and may be communicated, preferably in writing, to the chairman or any member of the committee.

RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Upcoming Deadline Dates

Arthritis Society — group facilitation and group development (preliminary proposal): *May 15*.

J.P. Bickell Foundation — researchers in the Faculty of Medicine, deadline at the faculty research office, *April 27*; researchers in faculties other than medicine, deadline at ORA: *May 1*.

Canadian Cystic Fibrosis Foundation — new research

development program (letter of intent): *June 1*.

Cray X-MP Time — application for time: *April 30*. (Call 978-6292 for details and application procedure.)

Health & Welfare (National Welfare Grants) — research project grants; research group development grants; senior welfare research fellowships: *May 1*.

Laidlaw Foundation — scholar program: *May 31*.

Louis & Artur Lucian Award — visiting professorship (nominations): *May 1*.

Muscular Dystrophy Association (US) — request for fellowship and research grant applications (for submission June 30): *May 31*.

G. Allan Roeher Institute — research projects: *April 30*.

U of T, Connaught senior fellowships: *May 15*.

U of T — leave/non-leave research grants (in lieu of salary): *May 1*.

PHD ORALS

Tuesday, April 21
Marilyn Edith Callan, Department of Education, "Taking Charge: The Impact of Organizational Restructuring on Individual Learning and Change." Prof. L. Davie.

Friday, April 24
Paul Vincent Budra, Department of English, "Christian Tragedy in the English Renaissance." Prof. W.F. Blissett.

Monday, April 27
Marilyn Channell-Purdy, Department of English, "Circe's Reel: The Narrative Structures of the 'Circe' Episode in James Joyce's *Ulysses*." Prof. F.T. Flahiff.

Marika Catherine Prymych, Department of Education, "Alternatives in Medical Education: The Case of the Ontario Community Teaching Practice Programs, 1965-85." Prof. C. Watson.

Karen Elaine Solomon, Department of Education, "Design and Validation of a Scale to Measure Outcome Expectancies in Alcoholics." Prof. C. Christensen.

Tuesday, April 28
Patricia Ann Boyd, Department of English, "Domestic Relationships in the Novels of Elizabeth Gaskell." Prof. F.T. Flahiff.

Hector Emeric Wong, Department of Chemistry, "Langmuir-Blodgett Films in the Development of Selective Chemical Sensors." Prof. M. Thompson.

Wednesday, April 29
Bruce Douglas Clark, Department of Zoology, "Characterization of a Heat Shock Protein Synthesized in the Mammalian Retina following LSD-Induced Hyperthermia." Prof. I.R. Brown.

Elyse Engel, Department of Education, "Organizing for Excellence: Evaluation of the Decision Structure of the Ontario Colleges of Applied Arts." Prof. C. Watson.

Thursday, April 30
R. Geoffrey Simmins, Department of History of Art, "New Lamps for Old: Tradition and Innovation in Le Corbusier's *Vers une Architecture*." Prof. H.A. Brooks.

Dorothy Olivene Thomas-Edging, Department of Education, "Problem-Solving in Physical Therapy: Implications for the Curriculum." Prof. C. Watson.

Friday, May 1
Marvin J. Halikowski, Department of Clinical Biochemistry, "An Immunological Study of a Nuclear Phosphoprotein from Rat Liver." Prof. C.C. Liew.

Robert John Steedman, Department of Zoology, "Comparative Analysis of Stream Degradation and Rehabilitation in the Toronto Area." Prof. H.A. Regier.

Mary Jean Woods, Department of Education, "Demonstration of a Program Review Instrument: An Application of the Product Life Cycle Concept." Prof. C. Watson.

Tuesday, May 5
Tohun A. Akinleye, Department of Chemical Engineering & Applied Chemistry, "Mechanistic Model for System Behaviour of Steam Generators during Fast Depressurization (Blow-down)." Profs. J.C. Luxat and R.E. Jervis.

Frank Louis Kemeny, Department of Metallurgy & Materials Science, "Plasma Refining of Metal." Prof. A. McLean.

Wednesday, May 6
Mark Anthony Cappelli, Department of Aerospace Science & Engineering, "Electron Density Measurement from Stark Broadened Emission in a Sodium Plasma Produced by Laser Resonance Saturation." Prof. R.M. Measures.

Thursday, May 7
Richard William Deaves, Department of Economics, "Money Supply Announcements and Canadian Financial Market Reactions." Prof. J.E. Pesando.

Kai Yuen Tsui, Department of Economics, "A Social Cost-Benefit Analysis of Export Processing Zones in Some Asian Countries." Prof. G.K. Helleiner.

POSITIONS ELSEWHERE

Notice of the following vacancy outside the University has been received by the Office of the President.

University of Alberta
Director, University Computer Systems
Beginning July 1, 1987 or as

soon as possible thereafter. Deadline for applications is *May 31*. Send to: Dr. J. Peter Meekison, Vice-President (Academic), University of Alberta, 3rd Floor, University Hall, Edmonton, Alta., T6G 2J9.

Co-opted members, Governing Council

Members of the University community are invited to submit nominations for the co-opted membership of the following committees and subcommittees:

Academic Affairs Committee
Academic Appeals Board
Subcommittee on Admissions, Curriculum and Standards
Subcommittee on Research & Academic Services
Committee for Honorary Degrees

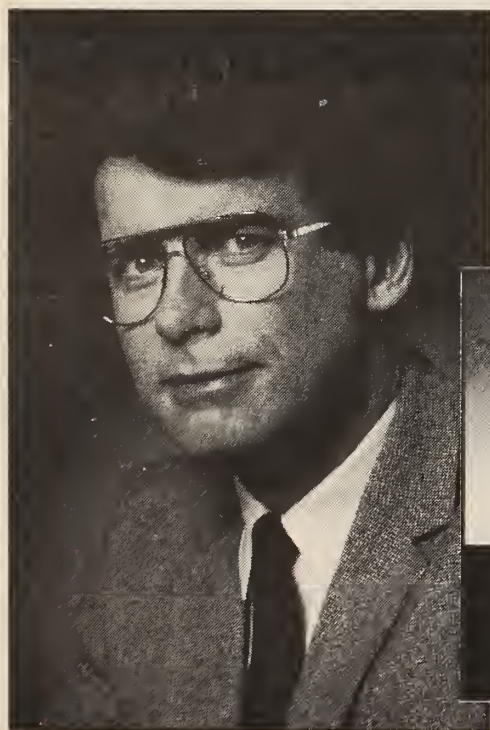
A limited number of co-optees may also be required for the following:
Business Affairs Committee

Committee on Campus & Community Affairs
Planning & Resources Committee
Planning Subcommittee

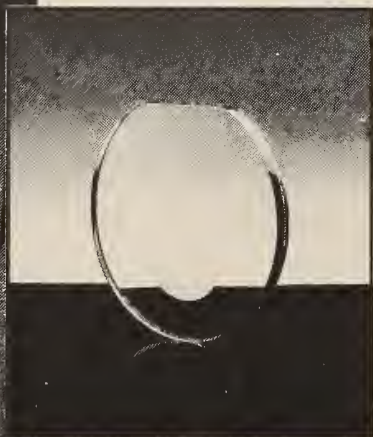
Nominations should include:

(1) A brief and relevant *curriculum vitae*
(2) An indication of the nominee's agreement to serve and, if possible, his or her willingness to serve for a period longer than one year.

Nominations should be sent to J.G. Dimond, secretary, Governing Council, room 106, Simcoe Hall. *The deadline for nominations is noon, Friday, May 8.*



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IMPERIAL
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CANADA

Report of the University Ombudsman to the Governing Council for the year October 1, 1985, to September 30, 1986

Introduction

This Annual Report, the eleventh since the inception of the Office of the Ombudsman at the University of Toronto, represents my fourth year as University Ombudsman and covers the period from October 1, 1985 to September 30, 1986. The Terms of Reference for the University Ombudsman (Appendix A) require an annual report be submitted to the University community. This report includes a brief summary and analysis of the Office caseload for the year and a fuller discussion of selected cases and issues which merit attention.

Staff/Internal Operation of the Office

Two staffing changes occurred early in this report year. Ms. Debbie Owen was recruited to fill the newly created position of Assistant to the University Ombudsman and Ms. Anna Chung was hired as Office Secretary. These changes resulted in a reorganization of the internal operation. All three of us in the Office are involved with handling and processing the caseload. While we specialize to some extent, we do try to be flexible and frequently institute a team approach when investigating cases. It is my belief that with the increase in human resources, the Office of the Ombudsman operates now more efficiently than previously and is able to offer an enhanced service to the University community. On balance, individual cases are dealt with sooner and time is available for more extensive investigation when merited. The broader implications of cases with respect to policy and procedural deficits can be more frequently pursued in addition to the

narrow specifics required for their resolution.

Annual Caseload

A quantitative overview of the caseload for 1985-86 is provided in Appendix B. Table I details the constituency usage of the Office while Table II presents a breakdown of the types of cases encountered. While failing to truly indicate the nature and scope of the Office's activities, the sum totals generated from the compiled data do provide an objective basis for assessing caseload fluctuations from year to year. To this end, data from the last three years have been included as well in the two tables.

A total of 547 cases were undertaken this past year. This represents a 14 percent decrease from the previous year and is the first time since 1981 that the caseload failed to show an annual increase. This year's decrease is due almost entirely to a decline in requests for "Information" (Table II). The number of "Grievances or Complaints" lodged with the Office remained essentially unchanged.

The reasons for the decline in information requests are not clear. Perhaps policies and procedures are being better communicated to members of the University community, in particular undergraduates, and there is consequently less need to contact the Ombudsman's Office for information or procedural guidance. Or perhaps the drop merely reflects a random fluctuation of no long-term significance. However, a nagging suspicion remains that the falloff reflects in large measure decreased publicity of the Office given

that it coincides with the lowest advertising outlay in several years. Options are being explored to better publicize the Office throughout the University community to ensure adequate visibility despite a tight budget.

Undergraduate Students

Undergraduate students continue to be the heaviest users of the Office and bring forward the largest number and variety of issues. The following represents a selection of cases and issues encountered during this reporting period. Some of these issues have been discussed in previous annual reports but continue to affect students and deserve comment.

When requesting information from the University which will have a major influence on career, academic or personal decisions, students (or anyone else for that matter) should get the information in writing. This is really just common sense. A verbal communication is transient and hence may be misunderstood; the written record can be referred to repeatedly for clarification. Furthermore, in the unlikely event a mistake has been made and the information is incorrect, a permanent record is the only means by which the validity of the original communication can be assessed. If academic and administrative staff are too pressed for time to comply with a request for important information in writing, students should take the initiative and write the information down themselves. This can be signed by the staff member to indicate the information is accurate. This is a reasonable approach and should not

result in any one party being unduly burdened.

Several students complained to the Office that a course which was listed in the calendar, and in which they had registered, had been abruptly cancelled at the last minute. The Department submitted that economic considerations rather than poor enrollment or lack of adequate teaching expertise had forced cancellation of the course. The Ombudsman could find no policy which sets forth acceptable reasons for cancelling a course once it was listed in the calendar. Perhaps one is in order. Whatever the merits of such a policy, the lack of lead time provided the students in this case was completely unacceptable. Even worse, further investigation revealed the last minute economic cutbacks were necessitated by poor planning and a whole series of ill-conceived decisions which had led to an untenable situation in the Department. In the end, following student pressure, and the Ombudsman's recommendation, the course was reinstated.

As presently constituted, procedures at the University place the onus on the student to show just cause before a reassessment of a final examination by the Division or appeal process is carried out. A number of students approach the Office each year, frustrated in their search for information relating to their final grade. Frequently academic staff or departments are quite reluctant to provide information. Indeed, it appears a number of areas actively discourage academic staff from communicating with students once courses are finished and final grades are released. Academic staff are under no obligation to discuss

course work with students following the end of term. However, requests for clarification by the student are not always inappropriate, as the following case illustrates.

The case involved an undergraduate student who was having a difficult time receiving an explanation from the professor concerning how the final mark had been determined. There just did not seem to be any rationale for the grade. Following an examination of the student's limited evidence, the Ombudsman's Office recommended the Department review the matter in detail. The Department agreed and upon further investigation found the student's grade to be tabulated incorrectly. The Ombudsman's Office suggested a review of the grades of other students in the class as well, and subsequently a number of additional errors were uncovered.

The system presently in place governing the clarification of final grades depends somewhat heavily upon the goodwill of academic staff to provide appropriate feedback. Usually this is no problem. In a few cases, it is. Those who fail to provide appropriate feedback to reasonable requests should realize that their actions cast into doubt the utility and desirability of the current approach.

Various aspects of term work generated a number of complaints. Several cases involved misplaced or lost term work. Past experience has shown that a mutually satisfactory solution is usually possible if there is good communication between all parties and none seek to dictate unilaterally to the others. In another case, an academic staff member was alleged to be tutoring, for a fee, students enrolled in his class. Although not explicitly disallowed in the Conflict of Interest section of the new Grading Practices Policy approved by Governing Council in May 1986, the Ombudsman found this practice to be unacceptable for obvious reasons and urged it to be discontinued. Several undergraduate students approached the Office upset that private agreements they had struck with their professor to do extra term work in return for a higher grade, had been nullified by higher authorities once the latter had become aware of the situation. In one case, the "extra assignment" had involved work on a project for which the academic staff member was receiving remuneration from an agency outside the University. Unfortunately, in all instances students had completed the extra work assigned. The Ombudsman cautions against entering into or proposing unorthodox private arrangements of this type. They are unsanctioned and are completely unacceptable insofar as all students in the class are not given the same opportunity.

In another subset of cases, students were concerned about the inordinately long time it was taking for term work to be returned in several courses. They wished to benefit from feedback given to earlier work when preparing later assignments. The Ombudsman could find no specific policy at the University which dealt with this matter. The closest anything came was a provision in the new Grading Practices Policy which mandated the return of at least one term assignment to the class prior to the course drop date, and this really did not apply. In the absence of specific guidelines, the Ombudsman argued it was reasonable, at the very minimum, to expect one set of assignments to be returned some time before the next set was due.

The Office heard from several students who disputed the right of their professors to insist that submitted essays be typed. There is no policy at

the University which holds that this must be so. The Ombudsman recommended the acceptance of handwritten work, as long as it was neat and legible, and the issue was resolved along these lines.

One final series of cases which involved difficulties over term work arose from programmes at the University which consisted entirely, or in the majority, of study in the field. These so-called field courses emphasize the development of practical skills and are heavily imbued with the "experiential" approach to learning. In this, they are akin to courses of study involving a clinical component. These were discussed at length in last year's Annual Report where the point was made for clear and objective evaluation criteria to counterbalance the subjectivity inherent in grading day-to-day practical performance. The same is true for courses involving study in the field. In fact, given the characteristic short duration of such programmes (along with their intensive focus and far-flung locale), it is perhaps even more important for participants to receive in writing before the course begins, the objective criteria on which grading will be based. Once out in the field, it is too late. Field courses are frequently exempted by the appropriate Divisional Review Committee from one or more provisions of the Grading Practices Policy. The same is true for many "clinicals". Doing this removes many routing safeguards which in turn, increases the risk of untoward developments. The Ombudsman would prefer that Committees of Review issue not only exemptions but also provide alternative guidelines on how to proceed and what is acceptable in the face of such exemptions. These could be individually tailored to fit the idiosyncratic requirements of each course if need be. The approach would permit the general spirit and essence of the Grading Practices Policy to be maintained at all times.

Additional concerns of students centred around inadequate seating in lecture halls and classrooms (resolved by changing the location or adding extra chairs), and a mandatory textbook which was considered to contain inaccurate and derogatory references to a recognizable minority group (it did, and the Department agreed to remove it from the course of study and write to the publisher recommending changes). Students also complained of academic staff who failed to arrive at scheduled classes, were chronically late in arriving or cancelled classes excessively, occasionally without prior notification. These students approached the Ombudsman's Office after having received unsatisfactory responses from the lecturer and/or department. The Ombudsman verified the claims and then pursued those in authority to ensure such practices were ended. In addition, departments were urged to establish protocols which outlined the responsibilities of academic staff in this area or to rewrite existing ones so they would satisfactorily deal with such matters should the need arise again in the future. The Ombudsman suggested that academic staff should be required to inform their department when unable to teach a scheduled lecture, that vigorous efforts were in order to find an appropriate substitute lecturer before a class was cancelled, and that material missed because of cancellation should be covered in a reasonable manner.

As in previous years the Ombudsman's Office dealt with a number of cases involving plagiarism and cheating. Three items deserve comment, namely:

(i) the need to provide students and

staff with procedural guidelines at the outset;

(ii) the presumption of innocence until guilt is proven and not vice versa; and

(iii) the inconsistency of sanctions levied for the same type of offence.

With respect to procedural guidelines, the Ombudsman feels the process is not well served, and for that matter neither is natural justice, when students and others involved are unaware of the various levels of appeal which exist along with the procedures which must be followed at each level. This information can be found in pertinent sections of the Code of Behaviour on Academic Matters. This document stipulates the accused individual must receive a copy of the Code only when the process has reached the decanal level. The Ombudsman would argue that this is too late and favours a mandatory release of such information when the matter is still at the professorial stage. Mistakes in procedure would be decreased and the process expedited considerably compared to what happens all too frequently now given present practice.

The Ombudsman became aware of several instances where in the face of vague suspicions, the onus had been shifted onto the student to provide evidence he or she had *not* cheated. This represents a complete reversal of usual practice and cannot be condoned. The Ombudsman feels strongly that it is the responsibility of the accuser to have sufficient evidence to substantiate a charge of plagiarism. Failing this, the matter should be dropped.

Faculties, Schools and other such academic units are delegated by the University to carry out much of the process following an accusation of plagiarism. Although recourse to the University Tribunal is always possible and the severest penalties, namely suspension or expulsion, can only be imposed by the Tribunal, most cases do not go beyond the Faculty level. The Ombudsman is concerned about the widely differing penalties levied for the same kind of offence both within and between faculties. Greater standardization is warranted throughout the University. Part of the problem stems from the absence of explicit directives in the Code of Behaviour on Academic Matters. While a list of penalties ranging from a warning to expulsion are provided in the Code, these are not correlated with particular offences. Much latitude is thus permitted in meting out punishment and there is not question that this is exactly what occurs, with gross disparities in the severity of penalties levied for the same offence.

The Ombudsman continued to see cases this year where students assumed that they had completed all degree requirements only to discover a requirement or two had been overlooked or misinterpreted. It is the responsibility of the student, and not the University, to ensure all requirements are fulfilled. Academic counsellors are available and it would be prudent for students to consult one, especially when registering in the final year of study, to assess the adequacy of their proposed list of credits.

The Office interacted with a number of students who wanted poor grades deleted from their academic record. Several of these individuals had very unrealistic expectations of the process involved or the circumstances under which changes could and would be granted. The University will consider petitions when events beyond the control of the student such as physical illness, major psychological trauma or accident have adversely affected academic performance. The University expects the Faculty to have been informed of

the extenuating circumstances at the first reasonable opportunity. Requests made years after the fact are unlikely to be successful or seriously entertained. All claims of personal difficulties must be fully documented and substantiated by appropriate authorities. Students should consult with their Registrar's Office when uncertain of the process to follow. Each Faculty has its own set of rules and regulations in these matters. The key is to consult the Faculty early and often when bringing forward a petition which seeks to alter grades.

Every year the Office receives a number of complaints from students who well into the academic year have not yet obtained their Ontario Student Assistance Plan (OSAP) funds. In the majority of cases, the delay is due to late submission of a request for financial assistance. Students should realize that an appreciable lag time is associated with the processing of their applications before approval is given and money received. It is best to apply early for OSAP funding. In a few cases, actual mistakes had occurred in the processing of forms and the Ombudsman worked closely with the staff of the Student Awards Office to reverse the errors and expedite payment.

The Ombudsman's Office was contacted by several members of a student club on campus who complained of gross financial mismanagement. They wanted the Club, and barring this the University, to refund money they had paid for club services never rendered. A review of regulations indicated the University was under no obligation to do this. The policy governing student clubs clearly states that in granting a club recognition, and the right to use the University of Toronto name, the University assumes no responsibility for any aspects of the club's operation. Students and staff should be aware of this fact. The Ombudsman recommended to the University in the light of this case that club advertisements should carry the disclaimer that the University of Toronto is not responsible for club operations or finances. The University is presently reassessing its policy on student clubs.

Graduate Students

Graduate students came to the Office with a number of concerns over the past year. On the average, their cases are more complex than those of other constituency groups and tend to require much time and effort to resolve.

A number of comments are in order concerning the comprehensive exams. The Ombudsman would recommend that all departments permitted to hold comprehensives have in place a written set of rules and procedures governing the process and outlining evaluation criteria. This is not presently an absolute requirement and several departments do not have written protocols. The written guidelines should be sufficiently detailed and precisely worded to permit an unambiguous account to emerge of expectations, procedures and timing. They should also be widely available well in advance of the comprehensive exam itself.

It is logically consistent that once the appropriate protocols are in place, they should be followed. Several departments over the past year most laudably distributed detailed guidelines to graduate students who were planning to sit the comprehensive exam, but then failed to adhere to stipulated procedures. In several cases, students were not notified of the exam schedule within the required time period. In another case, the department failed to provide, despite repeated requests, a required reading list in sufficient time to permit

adequate preparation. Students who wished to object were placed in the unenviable and awkward position of having to inform those who were to shortly judge their performance that they had erred. The situation was further complicated in one instance when the department reacted with indignation and hostility on being informed of their error. Clearly, it is best to adhere to one's own procedural guidelines.

Departmental protocols should also acknowledge the possibility that some will fail the comprehensive exam and provide guidance to deal with this eventuality, with all its attendant unpleasantness and tension, in a systematic manner. Very important is the need to give a student adequate and honest feedback of his or her performance in the event of failure, and to ensure a review mechanism exists to validate the integrity of the process or grading should these be called into question. The Office became involved with one case where a graduate student had not only failed to pass the comprehensive exam but also failed to receive a consistent explanation of why this was so. The three individuals who were responsible for the marking all categorically maintained when asked that the student had passed their sections of the written exam. The Department just as categorically insisted the student had failed. The matter is still under review but a number of irregularities have already surfaced.

Several graduate students complained to the Office that thesis supervisors or committees were taking too long a time to return submitted drafts or outlines of their work. The delay was frequently in the order of months. Other students approached the Ombudsman unhappy that thesis supervisors or committees had unexpectedly raised major theoretical and methodological objections to their work following submission of the second, third, or even final draft, when comments had been minimal or even favourable with earlier draft submissions. The sudden reversal of tone cast into doubt whether the earlier drafts had been read, evaluated and critiqued with appropriate care. There are no policies in the School of Graduate Studies to regulate the conduct of academic staff in these and other such related matters. Perhaps there should be. The entire system is, for all intent and purpose, completely unregulated and depends entirely upon the goodwill of those in control to function properly and fairly. Perhaps it is not unreasonable to institute a counterbalance in the form of a few select procedural guidelines to delineate, at the very least, the outer bounds of acceptable practice. This could be done by appending specific and concrete protocols to the generally stated Report of the Committee on Ph.D. Supervision (Endrenyi Report) of two years ago.

The Office became involved in a few cases where relations between graduate student and professor had greatly deteriorated. The damage was usually beyond repair and following an investigation of the specifics, the Ombudsman could do little but advise the student to seek a different supervisor. On an even more unhappy note, the Office heard from several graduate students who had been terminated from their programmes of study. These were difficult cases, to say the least. Among other things, individuals were informed that the University did have the right to ask students to leave at any time for unsatisfactory performance, and that this information was clearly laid out in the calendar.

Last year's Annual Report described a case at the University in which a graduate student had an offer of employment rescinded when she was discovered to be pregnant. The same thing happened to another student again this year. Such a practice is unlawful. This was pointed out clearly to the individual who was hiring and the student was employed after all.

It seems to the Ombudsman that graduate students are less inclined than other constituency groups at the University to take their administrative obligations seriously. Not infrequently they are the cause of their own difficulties. Examples include failure to submit registration forms on time, to complete all questions on scholarship or fellowship applications or to return library carrel renewal requests. A little more attention to detail would go a long way toward eliminating these sorts of unnecessary problems.

Academic Staff

The Office was approached by academic staff who wished information and assistance on matters relating to hiring practices, tenure procedures, termination of contracts and other such issues pertaining to their employment at the University. The Ombudsman was primarily concerned with whether the policies and procedures of the University covering such matters were reasonable and fair, and whether they were being implemented correctly.

Other members of the academic staff came forward to tell the Office of their concerns over the academic work environment at the University. Among other things, issues involved teaching loads and deteriorating/inadequate facilities. Several professors when faced with particularly difficult or unusual cases involving students used the Office as a sounding board for their proposed course of action.

The Ombudsman encountered a number of cases over the past year which involved allegations of sexual harassment. The integrity and impartiality of the system is also not well served by sexual relations between student and professor. All parties are at risk. The practice should stop.

Administrative Staff

Each year a number of administrative staff come to the Office after receiving notification their employment at the University of Toronto is to be terminated. Termination of employment may be for several reasons including poor performance, misconduct, fiscal or organizational change. All these individuals, naturally, are very upset at losing their jobs and frequently feel they have improperly treated. This is not necessarily so for the University, as employer, does have the authority to terminate employment for just cause. Thus, while prepared to lend a sympathetic ear, the Ombudsman is principally concerned in such cases that policy and procedures at the University have been properly applied and followed, and that the process has been carried out in a reasonable manner. Newly updated and revised policies and procedures pertaining to this area can be found in the Manual of Staff Policies. The Human Resources Department (Personnel) should be contacted whenever there is uncertainty on how to proceed or if clarification of basic rights is required. The Ombudsman would prefer that as a matter of course, employees who receive notification of termination also receive a copy of relevant policy and procedures dealing with such matters from the Manual.

In several cases involving termination

of employment, the Ombudsman concluded policies and procedures had not been properly followed and pressed vigorously for the situation to be rectified. In a few cases in which employees were dismissed for poor performance or because of organization change, they were genuinely surprised at the turn of events. Investigation in these instances indicated a pattern of poor communication between staff member and supervisor. Finally, several cases upon examination revealed a depressing lack of sensitivity on the part of those responsible for initiating and carrying out the process.

The Ombudsman remains concerned with the substance of two cases in which long-term employees in good standing were let go because of organizational change. Subsequent to both individuals' leaving, newly hired employees assumed a number of their job functions. This seemed highly irregular and cast into doubt the validity of the reasons originally put forward to justify the process.

The Office became involved with several issues relating to employees hired on a casual basis by the University. Employees who are designated "casual" have far fewer benefits and much less job security than those classified as full-time or part-time staff appointed. They also tend to be paid less than permanently employed individuals carrying out identical or comparable job functions. Such a practice may be justified when employment is temporary, for but a short duration of time. The Ombudsman has great difficulties with this practice, however, when casual employees remain on the payroll for extended periods of time, even years. This might be an economical way to staff an operation, but it suggests exploitation and the University should not be a party to this. There is a general absence of directives in the Manual of Staff Policies covering casual employees. To guard against abuses, the Ombudsman recommends a comprehensive set of policies and procedures be formulated and included in the Manual.

The Office heard from one staff member who had been confronted by a student and bombarded with racially discriminatory remarks. This occurred prior to Governing Council's approval of the General Principles for Divisional Discipline Powers in the spring of 1986, when policies and procedures at the University to deal with such matters were unwieldy and somewhat self-limiting. Consequently, the investigation was long and involved, and resolution of the incident somewhat unsatisfactory. The new policy has decentralized procedures to the Divisional level and this has facilitated the entire process of dealing with unruly and unacceptable behaviour.

Concerning one final matter, the Ombudsman learned of an administrative staff member, employed full-time at the University, who was using his University of Toronto telephone number in advertisements for a private business he had on the side. When investigating this matter, the Ombudsman could find no policy relating to administrative staff and the issue of running a private business during hours of employment at the University. The Ombudsman would recommend that some guidelines for administrative staff are required and should be provided. With respect to the case in question, the Ombudsman suggested to the employee that what he was doing was inappropriate, and after due reflection, he concurred.

Conclusion

Over the past year I had the opportunity to address a number of groups at the

University on various issues. On several occasions, I explained the role of the Office and described its functions. In February, the Association of Counsellors invited me to participate in a panel discussion concerning "Moral and Legal Issues in Counselling", and in May, I appeared before the Dean's Task Force on Minority Group Issues convened by the Faculty of Medicine. Outside the University, I moderated a session at the First National Conference of Sexual Harassment Advisors held in Toronto in April, and attended the twice yearly meetings of the Association of Canadian College and University Ombudsmen.

Twice in this year's Report, I have held that goodwill alone cannot substitute for policies and procedures to form the basis of a system regulating human interactions. However, it is also fair to say that without goodwill, the system, no matter how good the rules and regulations, will not work either. Thus, both attributes are required for a successful and enduring system. By and large, there is a vast reservoir of goodwill and human decency at the University of Toronto. I wish to conclude by expressing my appreciation to my two co-workers Debbie Owen and Anna Chung for their support throughout the past year and to other members of the University community for their positive cooperation.

*Liz Hoffman
University Ombudsman
March 27, 1987*

Appendix A

Terms of Reference for the Office of the University Ombudsman as approved by the Governing Council

1. The Office of the Ombudsman shall be independent of all existing administrative structures of the University and have the following functions:

- To investigate, at the request of any member of the University community or upon the Ombudsman's own motion, any grievances that may arise against the University or against anyone in the University exercising authority;
- To serve as a general information centre for members of the University community about all situations and University procedures concerning which grievances may arise — specifically, to advise such members of their rights and responsibilities and of the proper procedures to follow in order to pursue whatever business or complaint they may have;
- To bring findings and recommendations to the attention of those in authority by the most expeditious means possible, and to the University community at large to the extent that is appropriate;
- To direct during emergencies such additional and special information services as is deemed appropriate within the competence and resources of the office.

2. It shall be the special concern of the Ombudsman that:

- Decisions affecting members of the University community are made with reasonable promptness;
- Procedures used to reach decisions are adequate and that the criteria and rules on which the decisions in question are based are appropriate;
- Any gaps and inadequacies in existing University procedures that might jeopardize the human rights and civil liberties of members within the University community be brought to the attention of those in authority. It would not be the function of the Ombudsman to devise the new rules and procedures, but to make recommendations and to press through publicity to the extent necessary for their formulation and/or improvement;
- All reasonable requests for information pertinent to the functions and purposes of the office be honoured. The Ombudsman would be expected to search actively for the answers to all such inquiries and provide them to the inquiring parties.

3. The Ombudsman shall have access to such official files and information as is required to fulfill the functions of the Office. Requests by the Ombudsman for information must receive priority from every member of the University community.

4. Although authorized to function in the widest possible context and with a minimum of constraints, the Ombudsman shall not:

- a. Exercise such authority beyond the legal authority of the University, although recommendations may be made concerning the authority of the University or of its constituent parts;
- b. Make University policy or replace established legislative or judicial procedures, although any or all of these may be investigated or questioned and such recommendations made as appropriate for their improvement and efficient functioning;
- c. Release any information regarding personal and personnel records, unless written permission has been received from the affected persons for releasing the information;
- d. Set aside the requests of complainants that their anonymity be preserved, even though wide latitude has been granted in making public any findings and recommendations.

5. Operations of the Office:

- a. The Ombudsman shall maintain suitable records of complaints, findings and recommendations; and these shall be available for periodic inspection by the appointing authority. With this single exception, records and files shall be accessible only to members of the staff of the Office of the Ombudsman.
- b. While exceptions may be made by the Ombudsman with respect to matters of major importance, the office will normally function in terms of first come, first served.
- c. The Ombudsman shall make an annual report to the University community through the Governing Council, and such other special reports as may be required from time to time by the Governing Council.

6. The Ombudsman shall be appointed by the Governing Council on the recommendation of the President, shall be accountable to the Governing Council and shall have unrestricted access to all University authorities.

7. Candidates for the Office shall be identified by a search committee highly representative of the University community and including students and members of the teaching and administrative staffs.

The Office of the University Ombudsman is located at 16 Hart House Circle, University of Toronto, Toronto, Ontario, M5S 1A1. Telephone (416) 978-4874

Appendix B

Table I – Analysis of Caseload by Constituency

	1982-83	1983-84	1984-85	1985-86
Undergraduate Students	298	352	389	317
Graduate Students	54	79	65	54
Academic Staff	25	33	28	31
Administrative Staff	49	57	58	42
Miscellaneous*	71	71	99	103
	497	592	639	547

* Includes organizations, applicants for admission, former employees and students, alumni and others.

Table II – Analysis of Caseload by Action Taken

	1982-83	1983-84	1984-85	1985-86
Information	299	350	392	305
Grievances or Complaints				
a) Expedite	109	112	127	114
b) Resolved	73	103	94	95
c) Unjustified	4	1	—	4
d) Other	—	—	—	2
No action required	6	11	7	10
No jurisdiction	6	10	10	15
Incomplete	—	5	9	2
	497	592	639	547

Information Advising and informing members of the University about the means available to them to resolve whatever grievance or difficulty they have.

Expedite Resolution of relatively simple “red-tape” problems, such as arranging an exception to a rule in a particular case, speeding up consideration of a routine matter, securing an explanation of a decision, arranging a meeting with the appropriate official, or unsnarling difficulties which occurred when an item fell between two jurisdictions, etc.

Resolved A grievance was settled more or less to the satisfaction of both the complainant and the respondent official or department, usually through a reversal of the original decision, a compromise or an agreement that, in light of new or clarified information, no grievance existed.

Unjustified After investigation and consideration, no basis was found for a grievance, or the redress sought by a complainant was not justified or reasonable.

Other A grievance or the redress sought was found to be partially justified, no redress was possible, or it proved to be unresolvable.

No action required A case was drawn to the attention of the Office, but no action of either an informational or investigative nature was ever required.

No jurisdiction The object of the “request for assistance” was outside the jurisdiction of the Governing Council.

Incomplete No conclusion had been reached at the time of the Report.



BOOKS BY UNIVERSITY OF TORONTO STAFF

April

Charter Litigation, edited by Robert J. Sharpe (Butterworths; 417 pages; \$85). This book examines and reviews the procedural, evidential and remedial issues arising in Charter litigation from a variety of perspectives, ranging from the applied and practical to the theoretical and speculative. Each chapter, written by a constitutional scholar or practitioner, is a revised and expanded version of a paper first delivered at a symposium held at U of T in 1986.

China's Education and the Industrialized World: Studies in Cultural Transfer, edited by Marianne Bastid and Ruth Hayhoe* (OISE Press, co-published with M.E. Sharpe Inc.; 368 pages; \$17.50). The book examines the question of whether China's experience of educational transfer has resulted in servitude or liberation. It provides a historical and philosophical base for discussion of China's present educational involvement with other countries and examines dependency theories that suggest that educational transfers from the developed to the developing world have been used for political domination and economic exploitation.

Beginning with Ourselves: In Practice, Theory and Human Affairs, by David E. Hunt (OISE Press, co-published with Brookline Books Inc.; 184 pages; \$24.50). The author discusses how "helping professionals" can improve their working relations with clients by applying their own experience to their professional technique. The book describes how common-sense ideas and unexpressed theories growing from personal experience can provide self-awareness as well as guidance about interpersonal relations, teaching and an understanding of individual differences.

March

James Mill's Political Thought, by Robert A. Fenn (Garland Publishing, N.Y.; viii, 198 pages; \$35 US). This study draws together the evidence from Mill's published and unpublished work which illuminates his political development. It illustrates the inner connections of his philosophy to his politics and reveals his concealed radicalism. The divergence between what James Mill published and what he actually believed about the major political issues of the reform period is illustrated in an appendix.

No Other Way: Canada and International Security Institutions, by John W. Holmes et al, foreword by Robert Spencer (Centre for International Studies; xii, 162; \$10.95). In June 1984 the Centre for International Studies organized a small expert conference to examine Canada's perceptions of and role in international security institutions, as well as the nature, structure and functions of the institutions themselves. This volume, containing the eight papers presented together with an account of the discussions that followed and an analysis of the topics covered, is the product of that conference.

The Basic Science of Oncology, edited by Ian F. Tannock and Richard P. Hill (Pergamon Books, Inc.; 408 pages; \$85 US hardcover, \$37.50 US paper). An understanding of the basic science of oncology is important both to clinicians treating cancer patients and to scientists engaged in cancer research. All aspects of basic science related to cancer causation, biology and treatment are covered and important concepts evaluated critically, with liberal use of examples and illustrations.

Perceptions of the Federal Republic of Germany, edited by Robert Spencer (Centre for International Studies; x, 112 pages; \$7.95). In January 1986, the Centre for International Studies convened a conference to examine the perceptions of the Federal Republic by its neighbours, east and west, three and a half decades after the post-war occupation regime. This volume contains revised versions of the papers presented with an aim to contributing to an understanding of the "German Question".

William Faulkner Manuscripts 20: A Fable, edited by Michael Millgate (Garland Publishing, N.Y.; 4 vols: xvii, 500 pages; iii, 464 pages; iii, 572 pages; iv, 582 pages; \$90 (US) each vol.). Part of a series of photographic reproductions of manuscript, typescript and other pre-publication materials for Faulkner's novels and short stories.

* U of T staff are indicated by an asterisk when there is multiple authorship or editorship which includes non-U of T staff.

Centres of Excellence to be decided in June

An international panel of 13 scientists will evaluate proposals for Centres of Excellence in Ontario, Hugh O'Neil, minister of industry, trade and technology has announced.

Of the 28 proposals submitted by industry and universities, nine involve U of T as a major partner. U of T would also collaborate to a lesser extent in three projects proposed by other universities.

Members of the evaluation panel, chaired by Fraser Mustard of the Canadian Institute for Advanced Research, include David A. Bromley of Yale University, Julian E. Davies of the Pasteur Institute in France, Patrick Hayes of Schlumberger Palo Alto Research in California, Dudley R. Herschbach of Harvard University, Gordon A. MacLachlan of McGill University, Aram Mooradian of the Massachusetts Institute of Technology, Howard A. Petch of the University of Victoria and David F. Strong of Memorial University.

Representatives of industry on the panel are Morrel P. Bachynski of MPB Technologies in Montreal, Roy Lindseth of Teknica Resource, Calgary, Robert Marchessault of the Xerox Research Centre, Mississauga, and Paul J. Phoenix of Dofasco, Hamilton.

Three specialists chosen by the panel will review each proposal. The panel will then forward its recommendations to the Premier's Council, an advisory group of 28 business, labour, academic and government leaders. Final decisions on the centres to be funded are expected to be made by the provincial Cabinet by the end of June.

Designed as a means of transferring results of basic university research to industry, the centres will be funded by the province's \$1 billion fund for the development of technology over 10 years. Although funding for a maximum

of six centres has been promised, David Nowlan, vice-president, research, has said he hopes the excellence of the proposals will persuade the government to fund more than six.

U of T's proposals are for centres in materials research, advanced laser and lightwave research, information technology, strategic analysis of technology and trade, mineral exploration, applied human pharmacology, natural language computing, integrated manufacturing and protein engineering. With the exception of the laser and lightwave research centre, which is proposed solely by U of T, other universities are involved in each of these proposals. Various industries would also participate in the projects.

Three proposals by other universities that would involve some participation by U of T are for a national institute for space and terrestrial science, a centre for ground transportation and a centre for the management of technology.

Massey junior fellowships

Massey College, the only graduate college in the University, is currently accepting applications for junior fellowships, resident and non-resident, for the academic year 1987-88. Letters of application should be sent to the secretary, Massey College, 4 Devonshire Place. Transcripts are required, and two letters of reference; the deadline for applications is May 15. Details and brochures are available from the secretary, 978-2891.



The Faculty Club

41 Willcocks Street

Telephone: 978-6325

MALT TASTING

Friday, May 15, 1987

RECEPTION: 6:30-7:30 p.m.

Hot & cold hors d'oeuvre

Wines from the cellars of Peter Mielzynski Agencies Ltd.

MALT TASTING: 7:30-8:30 p.m.

Main dining room

Guest speaker, **Ian Bain** — The history of malt whisky
Mr. Bain will also show a film on the making of malt whisky

Glenfiddich Highland Dance Team

MAIN DINING ROOM

9:00 p.m.-1:00 a.m.: Dancing to the music of our resident D.J. Ernie

10:00 p.m.: Dessert fruit & cheese table

\$17.95 + 7% tax & 15% service

Reserve now by calling the Club Office at 978-6325.

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An affectionate appreciation of the University of Toronto, this book brings together attractive colour photographs by Rudi Christl and a lively commentary by Ian Montagnes, accompanied by archival photographs.

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Corner of St. George



Events

LECTURES

Is Peace Attainable? A Scientist Looks at 26 Years of Arms Control and at Peace Research Past, Present and Future.

Wednesday, April 22
Prof. Derek Paul, Department of Physics; third in series of five Canadian Perspectives lectures. Council Chamber and Ante Room, South Building, Erindale College. 10 a.m. to 12 noon. Tickets \$5 per lecture.
Information: 828-5214.
(Senior Alumni and Associates of Erindale)

The Dimensions of Dangerousness.

Wednesday, April 22
Prof. Robert Menzies, Simon Fraser University. Auditorium, Clarke Institute of Psychiatry, 250 College St. 12 noon.
(Psychiatry)

Free Lunch: Dining at Public Expense in Ancient Athens.

Wednesday, April 22
Susan Rotroff, Hunter College. Lecture room, McLaughlin Planetarium. 4.30 p.m.
(Archaeological Institute of America, Toronto Society)

Hot Springs of the Deep: Axial Seamount.

Wednesday, April 22 and April 29
Prof. Verena Tunnicliffe, University of Victoria and Prof. Steve Scott, Department of Geology; lecture series. Theatre, Royal Ontario Museum. 7.30 p.m. Fee \$7, members and seniors \$5, students \$2.
Information: 586-5788.
(Geology and ROM)

Social Traps.

Wednesday, April 22
Prof. Anatol Rapoport, Peace and Conflict Studies. 179 University College. 8 p.m.
(Science for Peace)

Prospects for Peace in the Middle East.

Wednesday, April 22
Elana Wolff, graduate student, Department of Political Science; Nations in the News lecture series. Alumni Hall, Victoria University. 8 p.m. Tickets \$8 per lecture, students and seniors \$4.
Information: 585-4500.
(Victoria)

Supernova Celebration Lecture.

Friday, April 24
Ian Shelton, Department of Astronomy; U of T astronomers speak about the explosion's significance with slide show. Convocation Hall. 8 p.m.
Information: 978-6564.
(Neil D. Graham Bequest, University College)

Politics and Patronage.

Wednesday, April 29
Prof. Graham White, Department of Political Science; fourth in series of five Canadian Perspectives lectures. Council Chamber and Ante Room, South Building, Erindale College. 10 a.m. to 12 p.m. Tickets \$5 per lecture.
Information: 828-5214.
(Senior Alumni and Associates of Erindale)

Science or Ideology: Sex Differences Research in the Neurosciences.

Wednesday, April 29
Prof. Ruth Bleier, University of Wisconsin. Auditorium, Clarke Institute of Psychiatry, 250 College St. 12 noon.
(Psychiatry)

Venice and Sir Austen Henry Layard, Nineveh's Discoverer.

Wednesday, April 29
Prof. F. Mario Fales, University of Venice. 3154 Medical Sciences Building. 8 p.m.
(Society for Mesopotamian Studies)

Military Intervention in South America: The Chilean Case.

Wednesday, April 29
Prof. Nibaldo Galleguillos, Department of Political Science. 179 University College. 8 p.m.
(Science for Peace)

The Economic Crisis in Africa.

Wednesday, April 29
Prof. G.K. Helleiner, Department of Economics; Nations in the News lecture series. Alumni Hall, Victoria University. 8 p.m. Tickets \$8 per lecture, students and seniors \$4.
Information: 585-4500.
(Victoria)

Peace Education and Peace: Compatibility or Contradiction?

Monday, May 4
Johan Galtung, International Peace Research Institute, Oslo; R.W.B. Jackson Lecture. Auditorium, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m.
(R.W.B. Jackson Memorial Fund)

From the Inside Out: Reflections on First Teaching Women's Literature and Feminist Criticism.

Monday, May 4
Prof. Deanne Bogdan, Ontario Institute for Studies in Education. 2-212/2-213 Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m.
(Centre for Women's Studies, OISE)

COLLOQUIA

IR Spectroscopy of Interstellar Dust.

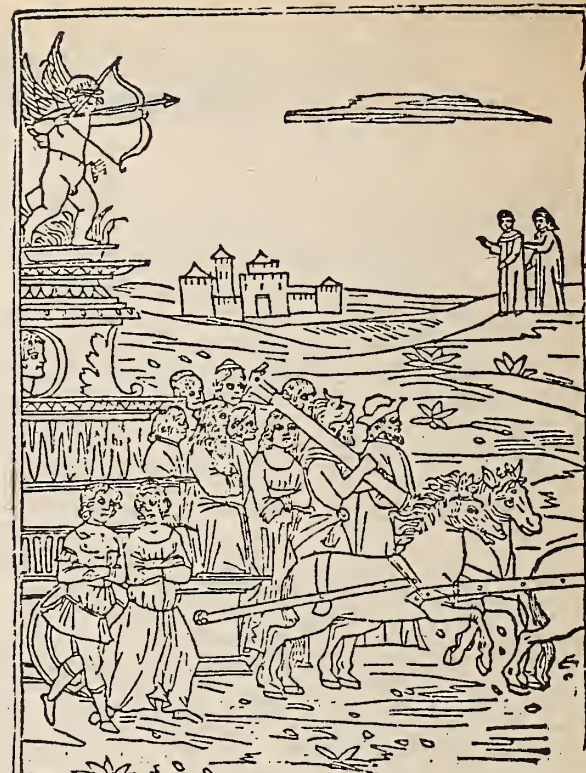
Wednesday, April 22
Prof. Douglas Whittel, Lancashire Polytechnic, Preston. 137 McLennan Physical Laboratories. 3.10 p.m.
(Astronomy)

Wolf-Rayet Stars.

Wednesday, April 29
Prof. Lindsey Smith, University of Wollongong, Australia. 137 McLennan Physical Laboratories. 3.10 p.m.
(Astronomy)

Organic Reactions in Microscopic Reactors from Colloids to Porous Solids.

Friday, May 1
Prof. N.J. Turro, Columbia University. 158 Lash Miller Chemical Laboratories. 3.30 p.m.



The Department of Italian Studies is holding a symposium on allegory and spectacle in Petrarch May 1-3.

SEMINARS

The Season of Dakleh.

Thursday, April 23
Prof. M.R. Kleindienst, Department of Anthropology. 158 Wallberg Building. 3.30 p.m.
(Collegium Archaeometricum)

A Competency-based Assessment Exercise.

Thursday, April 23
Dr. Abdul Sajid, University of Texas Medical Branch. 3163 Medical Sciences Building. 5 p.m.
(Studies in Medical Education)

Biochemical Mechanisms Involved with MPTP Induced Parkinson Disease.

Tuesday, April 28
Dr. Richard E. Heikkila, UMDNJ Robert Wood Johnson Medical School, Piscataway. 519 Pharmacy Building. 9 a.m.
(Pharmacy)

The Compliance Hypothesis — Mechanical Matching of Vascular Grafts to Host Arteries.

Thursday, April 30
J. Michael Lee, Centre for Biomaterials. 412 Rosebrugh Building. 1 p.m.
(Biomedical Engineering)

Higher-order Interacting Boundary Layer Theory.

Thursday, April 30
David Walter Zingg, Institute for Aerospace Studies. Main lecture hall, Institute for Aerospace Studies. 2 p.m.

MISCELLANY

A 14th-Century Easter Matins Service.

Wednesday, April 22 to Saturday, April 25
Includes the Harrowing of Hell and the Visit to the Sepulchre; David Klausner directs, with musical direction by Andrew Hughes. Church of the Redeemer, Bloor St. and Avenue Rd. 8 p.m. Tickets \$5, students, seniors and children \$3.
Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-8668.

Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:

Issue of May 4, for events taking place May 4 to May 25 (issue of May 4):
Monday, April 20

Issue of May 25, for events taking place May 25 to June 15:
Monday, May 11

HartHouse food services

Great Hall

Monday to Friday
11:30 a.m. — 2:00 p.m.

Luncheon served throughout the summer until Friday August 7 and resumes Tuesday September 8, 1987. Dinner service resumes Monday September 21, 1987.

Why not enjoy the special charm of the Great Hall for your own private party? Call 978-2449 for information.

Gallery Club

Monday to Friday
— fully licensed
located on the 2nd floor of Hart House

Dinner service ends Friday May 1 and resumes Monday September 21, 1987. Special theme dinners are featured throughout the school year. Luncheon 11:30 a.m. to 2:00 p.m. throughout the summer until August 14 and resumes Tuesday September 8. Try our all-inclusive buffet or choose from our extensive à la carte menu. The Gallery Club is available for private receptions and dinner — for information call 978-2449.

Tuck Shop

Monday to Friday
9:00 a.m. — 5:00 p.m.
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Noon-2:30, 5-11 p.m., Mon.-Fri. Sat. 5-11 p.m. Closed Sunday.

MEETINGS & CONFERENCES

International Society of Anglo-Saxonists.
Monday, April 20 to Thursday, April 23
Conference sessions will be held in 140 University College.

Session I.
Etymological Analysis and Old English Grammar; The Old Frisian Component in Holthausen's *Altenglisches etymologisches Wörterbuch*; Aelfric's Use of Etymologies. 9.20 to 10.45 a.m.

Session II.
No Joy in Old English *wenn*; Hard Words in Old English. 11.15 a.m. to 12.15 p.m.

Session III.
On Reconstructing the Word and Image; The Archaeology of Anglo-Saxon Secular Drinking Vessels; The Rationalities of Cross Page Designs in the Lindisfarne, Echternach and Schloss Harburg Gospels. 2 to 3.15 p.m.

Session IV.
Dialectal Variation in Old English Toponymic Vocabulary; The Botanical Lexicon of the *Old English Herbarium*: A Typological Analysis; The Still Hand and the Silent Voice: Language and Sign-language in the Corpus of Old English. 3.45 to 5 p.m.

Wednesday, 22 April
Session V: Panel Discussion — Reports and Surveys.

A Report on the Anglo-Saxon Glossography Conference (Brussels 8-9 September 1986); The Helsinki Corpus of English Texts: Diachronic and Dialectal; The Old English Materials for the Glasgow Historical Thesaurus; A Survey of Old English Semantic Field Studies. 9.20 to 10.45 a.m.

Session VI.
Frithegod of Canterbury: The Problems of Lexicography and Textual Criticism; Mild and Bitter: A Problem of Semantics. 11.15 a.m. to 12.30 p.m.

Session VII.
Bede and the Monastic Virtue of *discretio*; *Lof*: Interlocking Denotations in *Beowulf*; The Effect of Alliteration on Meaning and Usage in the *Paris Psalter*, metrical version. 2 to 3.15 p.m.

Session VIII.
The Anglo-Saxon Charters of Worcester Cathedral: Diplomatic and History;

Cnut's Conquest of England: An Overlooked Source. 3.45 to 5 p.m.

Thursday, April 23
Session IX.
In Search of Laurence Nowell; Indirect Evidence and the Lexicographer: Recording the Unattested Vocabulary of Old English. 9.30 to 10.45 a.m.

Session X.
The Latest Old English Literature. 11.15 a.m. to 12 noon
Conference organizer: Prof. Roberta Frank, 978-4884. (SSHRC international conference grant)

Focus on Family.
Thursday, April 23
An all-day seminar on in-hospital support programs for families of hospitalized patients. A multidisciplinary approach including chaplaincy, volunteer, nursing and social work. Amphitheatre, Toronto General Hospital residence. 8.30 a.m. to 4 p.m. Fee \$50, students \$30 (registration limited).
Information: 595-4114.

Centre for Medieval Studies Annual Conference.
Thursday, April 23 to Saturday, April 25
This year's conference will be held in conjunction with the Annual Meeting of the Medieval Academy of America. Plenary sessions will be held in Hart House and concurrent sessions in University College.

Thursday, April 23
Plenary session.
Tradition and Innovation in Hiberno-Latin Poetry, Michael Herren, York University.
Crime and Punishment in the Reign of Ethelred the Unready, Simon Keynes, Trinity College, Cambridge.
Liturgical Reconstruction: The Myth of the Authentic Text, Andrew Hughes, Faculty of Music. 1.30 to 3.30 p.m.

Concurrent sessions.
Europe, 300 — 900.
The Interplay of Lyric and Narrative, 1: Texts and Contexts.
Aspects of Manuscript Production.
Creation and Causality.
Sign and Discourse in Medieval Culture.
Unpublished Sources of Medieval French Universities: Paris and the South. 4 to 6 p.m.

Friday, April 24
Concurrent sessions.
The Millennium of the Capetians: The Accession of Hugh Capet.
Archaeology and History.
New Discoveries, 1.
Visual Literacy: Reading and Interpreting Pictures during the Middle Ages.
The Interplay of Lyric and Narrative, 2: Medieval French Literature.
The Medieval Family.
Philosophy in Theology. 8.30 to 10.30 a.m.

Plenary Session.
Controverses doctrinales et réforme liturgique dans le midi de l'empire carolingien.
Anscari M. Mundó, Universidad Autónoma de Barcelona.
Steps towards the Expulsion of 1492: New Documents, Haim Beinart, Hebrew University of Jerusalem. 11 a.m. to 12 noon

Concurrent sessions.
Major Texts in Medieval Literature.
Monastic Biography in the Early Middle Ages.
Relations between Sacred and Secular Elements in Medieval Music.
Automated Access to Research Collections.
Teaching the Middle Ages.
New Discoveries, 2.
The Dialectic of 14th-Century Philosophy. 1.45 to 3.45 p.m.

Saturday, April 25
Concurrent sessions.
The Public Persona and Private Performance of the 13th-Century Capetians.
Medieval Rhetoric and Modern Critical Theory.
The Archaeology of Monuments.
Lexicographical Resources for Medieval Languages.
Late Medieval Science and Natural Philosophy.
New Discoveries, 3. 9.30 to 11.30 a.m.

Plenary session.
Another Look at the Origins of the Middle Ages: A Reassessment of the Role of the Germanic Kingdoms, Katherine Fischer Drew, president of the Medieval Academy. 12 noon to 12.30 p.m.

Plenary Session.
Why Peter Lombard?, Marcia L. Colish, Oberlin College.
787 — 1987: Western Reception of the Second Council of Nicaea, Jaroslav Pelikan, Yale University. 2.15 to 3.30 p.m.

Information: 978-4884.

Petrarch's Triumphs: Allegory and Spectacle.
Friday, May 1 to Sunday, May 3
An international symposium; Friday and Saturday at Alumni Hall, St. Michael's College and Sunday at Alumni Hall, Victoria College.
Information: Department of Italian Studies, 978-3348. (Italian Studies and Italian Cultural Institute of Toronto)

EXHIBITIONS

ERINDALE COLLEGE
The Pneumatic World.
To April 25
Art & Art History graduating student exhibition. Art Gallery, Erindale College.
Hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 12 noon to 5 p.m.

JUSTINA M. BARNICKE GALLERY, HART HOUSE

"Chroma" . . . Quebec.
To April 30
Both galleries.
Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday 2 to 5 p.m.

VICTORIA UNIVERSITY

The Coleridge Collection.
To April 30
E.J. Pratt Library, Victoria University.
Gallery hours: Monday to Thursday, 8 a.m. to 12 midnight; Friday, 8.45 to 6 p.m.; Saturday, 12 noon to 5 p.m.; Sunday, 1 to 10 p.m.

GEORGE R. GARDINER MUSEUM

Canada Collects the Middle Ages.
To May 17
An exhibit of medieval art; in conjunction with the Centre for Medieval Studies annual conference and the International Society of Anglo-Saxonists conference.
Admission \$3, students, seniors and children \$1.50.
Hours: Tuesday to Sunday, 10 a.m. to 5 p.m.

SCARBOROUGH COLLEGE
Eighth Annual Juried Student Show.
To May 30
The Gallery, Scarborough College.
Gallery hours: Monday to Thursday, 11 a.m. to 4 p.m.

THOMAS FISHER RARE BOOK LIBRARY
April 20 to May 29
An exhibition of medieval manuscripts and early printed books from private and institutional collections.
Second Floor.
Hours: Monday to Friday, 9 a.m. to 5 p.m.

MUSIC

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Noon Hour Series.
Wednesday, April 22
Angelo Calcafuoco, violin.
Concert Hall. 12.15 p.m.

Young Artist Series
Thursday, April 23
Louis Papachristos, flute.
Concert Hall 5.15 p.m.

Weldon Kilburn Scholarship Concert.
Monday, April 24
Howard Cass, piano. Concert Hall. 8 p.m.
Tickets \$25.

Twilight Concert.
Thursday, April 30
Margo Onodera, flute, Barbara Hankins, clarinet, and Carol Birch, piano. Concert Hall. 5.15 p.m.
Tickets \$2, students and seniors \$1.

Information on all Conservatory concerts available from publicity office, 978-3771.

ROBARTS LIBRARY
Images Improved.
May 4 to May 29
An exhibition of photographs by students in the School of Continuing Studies course "Improving Your Image". Robarts Library, Main Display Area. Opening night 5.30 to 8.30 p.m.
Hours: Monday to Friday, 8.30 a.m. to 12 midnight; Saturday, 9 a.m. to 5 p.m.; Sunday, 1 to 10 p.m.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Opera Excerpts.
Thursday, April 30 and Saturday May 2
Fully staged and costumed scenes from the repertoire of the Opera Division. Macmillan Theatre. 8 p.m.
Tickets \$5, students and seniors \$3.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

An evening of Opera Excerpts and Musical Theatre.

Friday, May 1
Fully staged and costumed scenes from the repertoire of the Opera Division; University of Toronto Women's Association in cooperation with The Opera Division, Faculty of Music. Macmillan Theatre, Edward Johnson Building. 8 p.m.
Tickets \$8 (includes reception), available from UTWA Gift Shop 978-3652.

GOVERNING COUNCIL & COMMITTEES

Planning & Resources Committee.
Monday, April 20 and Monday, April 27
Council Chamber, Simcoe Hall. 4 p.m.

Committee on Campus & Community Affairs.
Tuesday, April 21
Council Chamber, Simcoe Hall. 4 p.m.

Academic Affairs Committee.
Thursday, April 23
Council Chamber, Simcoe Hall. 4 p.m.

Business Affairs Committee.
Wednesday, April 29
Council Chamber, Simcoe Hall. 4 p.m.

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Leave development of English skills to the English department

by Harvey Kerpeck

In a key paragraph — for the English department — of *Renewal 1987*, we read:

"The commitment to literacy is of fundamental importance. No graduate of the University of Toronto should lack the ability to read, understand, write and speak fluently in at least the English language. There is testimony to the effect that university graduates in general are falling short of expectations in this regard. We should redouble our efforts to ensure that graduates of this University do not disappoint their employers and the wider public. The greatest gains in literacy can undoubtedly be made at the level of elementary and secondary schools. We should continue to urge our colleagues in the schools to increase the emphasis on the effective use of English and the practice of language skills and we should assist them in improving, through research, the means of teaching such skills. We would normally expect all students to have some knowledge of French or another second language and some to attain a high degree of competence in that second language."

But even more important is the short paragraph that follows:

"At the University level we must not delegate to a single faculty or department responsibility for continuing development and practice of language skills. Every faculty member has a duty to be a model exponent and critic of language skills. The same high standards of comprehension, expression, diction and fluency should prevail in all disciplines and professions. Poor use of language in physics is as deserving of criticism as it is in English."

While the first paragraph is dead on target in urging some of its points — for example, that the public school system needs to pull up its socks and do its job (see the wonderfully euphemistic sentence beginning, "The greatest

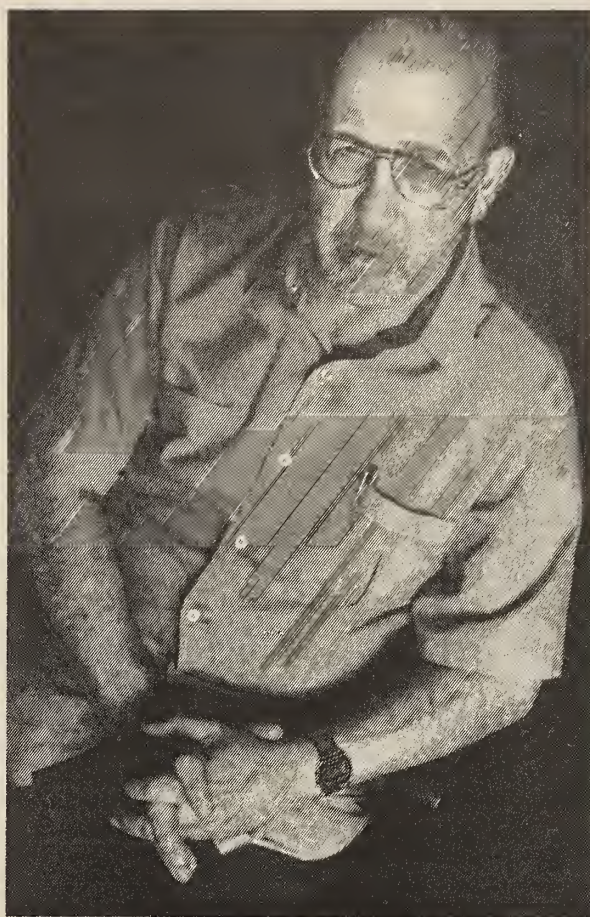
gains in literacy ...") — the second seems to be subverted by the logical fallacy of "pie in the sky". (In the vulgate: "Lotsa luck!") It is undoubtedly true that our colleagues in other departments must in their own ways share the burden that English shoulders alone and so manfully (personfully?); and that it is their responsibility as well as that of the high school and public school teachers to assist our English department to manoeuvre our students adroitly towards excellence. But how much of the burden can they realistically be asked to share — and how will they do it?

As I write, I have before me a photocopy of a reference form that I recently filled out to help a student of mine in English 100Y, Effective Writing, who was applying to do advanced work in the social sciences. At another Ontario university, mind you. But still: in the introductory statement I was informed both that the statement I made was "confidential" and that it "will not be shared with the applicant". The first of these assurances is not enough? Later, I was asked to evaluate her capabilities, including her

"Ability to communicate a: verbally b: in writing."

(Sorry, chaps: no cigar! all communications in words are verbal; I think you mean "orally".) I was also asked about her ability to "relate to" others and, of course, her ability to "perceive" problems. At the bottom of this page I was asked where I would "rate the applicant in relation to academic performance". (Return your PhD to sender, dear reader, if you can't turn that into English and cut it down by half in under 180 seconds!)

"Part 2 Directions" read: "Please share your perception of the candidate in respect to the following," a sentence which now finds an honoured place on my all-time list of infamous and insupportable verbal plops. But the writers had not yet exhausted their desire to



he put more comments on the paper? He said my expression was good, and it isn't, but there are almost no comments on that or anything else." I usually shake my head, remark ruefully that the dean of the faculty regards it as one of his special privileges to remind us annually that *all* departments share responsibility for their students' expression, and tell them tactfully (of course!) that the more important thing is that they can now see how much they still have to learn.

And they do have so much to learn. English 100Y, Effective Writing, is, as it has turned out, not a freshman course at all. Every year one has students from each year in it — and I have even had graduate students in it who were anxious to learn how to write effectively before they undertook their theses. I mention this deliberately because

we tend to think that it is our task here to help our students to unlearn the things they have learned in the high schools and to learn the things they ought to have learned there but have obviously not. Yet I find students in Effective Writing whose problems are in more than "merely" writing and more than merely reading, and yet who are in their senior years with us. Who has done what to whom? Recently I found that a reference to the concentration camp at Dachau went right by my students. In Virginia Woolf's essay "The Death of the Moth" I had trouble understanding why they had trouble understanding the metaphor of a black net rising and falling through the tree-tops until I realized that *no one* knew what rooks were. And in Ada Huxtable's brilliant *New York Times* piece, "Modern-Life Battle: Conquering Clutter", only one person knew one of: George Price, *objets de vertu*, lares and penates, the Arts and Crafts movement, Alexander Girard, atelier, Fabergé.

Certainly students would not learn about most of the things or persons I have just mentioned in high school. But many of these are *our* students, who have been with *us* for some time. Though we use a 100-series designation for Effective Writing, it is in fact not really — or merely — a first-year course. In my opinion, in fact, it belongs to the 200-series level, since at least as many students take it who are at that level or beyond as do freshmen. The course has grown dramatically in population and appeal (the anti-calendar seems to be a persuasive spokesman for it and those who teach it) since it first appeared. Next year we will have 28 sections, counting those at Erindale, and, with the increase, alas, of section size to 27, we will be teaching more than 800 students in it. (And there will be five sections, the most we can mount, in the summer, as there usually are.) We could teach many hundreds more, since students seem — even though the

share with me their perception of the common language of today. I was asked (item 6) whether she had any "weaknesses in interpersonal skills" and (item 3) about her "relation to people indicating caring and awareness of peoples' problems" [*sic*].

None of us, at this university, whatever our department, would write like this. Surely not. Yet each term and each year I am led to wonder about the commitment of some of my colleagues to the gentle art of teaching our students to sound like human beings. A few years ago, I travelled the country from coast to coast as a joint commissioner on English studies. Our report to the Association of Canadian University Teachers of English recommended among other things the establishment of useful courses in effective writing at the freshman or junior levels in Canadian universities. Other institutions of course responded to our recommendation fairly briskly, and then this one, after the usual lapse, did so too, and English 100Y, Effective Writing, was established. Since then I have taught in the course each year, along with other equally experienced and senior members of our department (who until recently formed the bulk of the teaching staff in the course). And each year, perhaps two months into the course, a number of students, shellshocked by fusillades from my red pen's point and obviously feeling themselves involved in a trench warfare they had not anticipated joining when they elected Effective Writing, bring to my office specimens of the writing they have done elsewhere in the University and for which — let me say politely — they have received rather different marks than I have been giving them. It is greatly to their credit that they come in not wanting to dirk me but incredulous at the marks and the marking they show me. "How," the question usually goes, "did I get this mark? I didn't deserve it. I knew it then and I know it much more clearly now." And this question is usually followed by another. "Why didn't

See ENGLISH : Page 11

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Charter would build new relationship with staff

President George Connell has asked that the following letter to David Askeew, president of the U of T Staff Association, be published in the Bulletin.

In the section of the Renewal document* that addressed issues of concern to administrative staff, I outlined a set of understandings which could form the basis for a renewed relationship with the University of Toronto Staff Association. Such a charter would include the following principles:

- recognition of the vital role played by the administrative staff in fulfilling the mission of the University
- commitment by academic and non-academic supervisors to manage their staff well
- ongoing communications and consultation with staff to inform and solicit advice concerning policy and program developments
- a commitment to maintain competitive salary and benefits programs and to implement emerging governmental and social policy objectives

Moreover, the relationship I envisage would be based on mutual trust and esteem, with a commitment to cooperation and consultation rather than confrontation.

The alternative to such a relationship is, of course, the adversarial and confrontational one which characterizes collective bargaining. It is our position, as you know, that such a bargaining relationship (if our employees wish it) should be within the provisions of the Ontario Labour Relations Act. I note that in your letter of March 24 to your membership, you indicate that this alternative is one which the Board of Representatives may decide to recommend to the Annual General Meeting on

April 30, should the Business Affairs Committee reject UTSA's request to enter into a Memorandum of Agreement.

The other option your Board will be considering, however, is stated to the members as "to stay as we are and work within the constraints of our limited bargaining power". The way in which you have stated it makes it unlikely to be perceived by your Board or members as an appealing option. I have suggested in the Renewal document that more can be gained by the administrative staff through a process which actively rejects "bargaining power" as the determinant in the relationship. Other organizations have found it possible to establish harmonious and productive relationships with their staff without resorting to a collective bargaining process, substituting for it the potentially far more powerful principles of shared mutual interest; and I think we could do so too.

For this to work, the University's administrators at all levels must be committed to a more responsible and responsive role in the personnel management of their administrative staff than has been the case in the past. This is a direction in which, as President, I am prepared to lead the University. I hope that you will be prepared to be equally committed to a new approach.

From the progress report attached to your March 24 letter I note that you and the UTSA Board of Representatives have been meeting with a number of different unions, and that the UTSA Board has struck an ad hoc committee to study the advantages and disadvantages of a union affiliation. You have not yet sought to meet with me or any member of the Administration to explore any alternative to the status quo, other than seeking to become either a certified bargaining agent under the Labour Relations Act, or an uncertified bargaining agent under your proposed

Memorandum of Agreement. Let me therefore take the initiative, and extend an invitation for you and your Board to meet with Vice-President Pathy to explore the possibilities sketched out in the Renewal document. I have asked Mr. Pathy to call you and arrange an early date. In order to allow time for these discussions to be held, I will ask the Business Affairs Committee at its meeting on April 29 to postpone the agenda item of the proposed Memorandum of Agreement to its subsequent meeting.

In addition, I have asked Mr. Pathy to raise with you the issue of the timing of

the salary and benefits program for administrative staff this year. The terms of the process document between UTSA and the Administration provide that the process shall be triggered by UTSA's submission of its proposals, which normally occurs in January or February of the year. We have received no proposals from you so far.

In view of the importance of these issues to all administrative staff, I have submitted this letter to the editor of the *Bulletin* for publication.

George Connell
President

Time for non-members of UTFA to pay their dues

Over the past decade, since the *Memorandum of Agreement* was signed, the University of Toronto Faculty Association has necessarily and radically changed the scope and character of its functions. From a casual organization, inexpensively run by amateurs, it has become both increasingly professional in its operations and increasingly expensive to support. Instead of one part-time employee, we now have a full-time office staff of three. Even more significant, we now have substantial bills to pay for professional advice — legal, actuarial, and other — from outside the association. For this expenditure we have, of course, received solid benefits. The current salary settlement, which took more than a year to negotiate, cost more than \$100,000 for professional, mainly legal, services. But the returns to faculty and librarians from the Munroe award, as against what we would have received without this expensive process of negotiation, are worth several million dollars a year. This is true to an even greater degree of the Burkett award in 1982. And it may well be true of the complex and expensive negotiations for pension improvements now under way.

In short, we are, as a negotiating body, now much more like the certified bargaining unions at other major Canadian universities than like the purely voluntary and amateur faculty associations that still remain. Our dues, averaging about \$300 a year, are much

higher than those of other voluntary organizations and will have to be raised further. In one respect, however, we are quite unlike the certified unions: they can and do invoke the Rand formula to collect dues from all members of the bargaining unit, whether association members or not. We cannot do this, and, despite repeated appeals for new members, about one-quarter of our colleagues have declined to join the association. This means, obviously, that we who are members have to pay dues one-third higher than if all were members.

In my experience, non-members, when approached individually, usually have some sort of objection of principle or prejudice to some aspect of the faculty association policy or practice. So far as I can tell, these objections are never to the economic benefits which non-members share with members and which, of course, are what cost almost all the money we raise and spend. Perhaps the scruples of such colleagues could be met by a kind of voluntary Rand formula by which they paid dues to the association without accepting membership in it. It is clear, however, that polite appeals to conscience are not enough. By whatever arrangement, it is time for non-members to take their hands out of their colleagues' pockets and pay their dues.

W.H. Nelson
Department of History

English

Continued from Page 10

course is entirely elective — to be turning to it in numbers that each year we find harder and harder even to begin to accommodate.

And our students have problems that are not our sole responsibility and that we should not alone be held accountable for. As I have implied, they know little modern history; I test them extempore from time to time in class discussion: anything more than 30 years old is a closed book to them. Can one live permanently in an eternal present? And what are the other departments in the University doing about *this* situation? Art history is equally unknown to them; and so apparently is at least part of what was once called natural history.

So, when I read in a renewal document that other departments must share the burden of teaching written expression with us, I grow restive. I think of such documents as the one from which I cited at length, and of what my students in the writing course tell me and show me. We have a splendid and popular course in English 100Y — even if it is wearing the wrong series label. If we were not so hard-pressed for funds, we could probably find ourselves accommodating the 1,500 or so eager students who seek entrance to it annually. It is a reputable course: it is *not* a remedial course, it does not limp for months through the stilly deeps of grammar, it gives those students who elect to take it the kind of refinement and polish they

are seeking. Ask them and they will tell you — or read the anti-calendar that they publish. I am as proud of the course and what we achieve in it as I am of, say, my graduate Victorian poetry course or my senior course in prose of thought.

But the point is we, the English department, do the course justice because we can. (To twist the tail of the old adage: those who can, teach Effective Writing; those who can't, write something like "relation to people indicating caring.") But we cannot also teach art history, natural history, politics, modern history, etc. What students need is courses like our Effective Writing taught effectively by our English department and not by "every faculty member". But what our students also need are art history, politics, religion, philosophy, regular history, etc., taught by departments that can teach *them* well and from special knowledge. What our students need is, in a word, culture. Spare me the Marxist arguments about culture's being elitist! I have known them all, as T.S. Eliot says in another context, and I don't accept any of them. Culture means, as Matthew Arnold says, "the best that has been thought and said", and that is what our students need. We can call it excellence, as the renewal paper does. But we will hardly be able to call it excellence if we lighten the burden now placed upon the English department by parcelling out responsibility for teaching writing.

Harvey Kerpneck, who teaches at St. Michael's College, is the course committee chairman for English 100Y.

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3 Storey modern townhouse. Furnished, incl. desks & shelves. Ideal sabbatical couple. Bus at door. June 1, 1987 to August 1988. Non-smokers. \$1650.00. Call 978-4475 or 444-8562.

Beautiful, large, sunny, one bedroom condominium for rent May 15 — June 25. Swimming pool, sauna, indoor parking. Downtown. \$1000.00. Burke Falkenburg 926-9354.

Beautifully furnished house for rent. August 1987 to July 1988. Two bedrooms, study, garage. Safe, quiet neighbourhood. Bayview/Eglinton. Suitable tenant is single or couple. Rent: \$1,050 + utilities. Telephone: 485-5078 evenings.

Summer rental — July 1 to October 31 if required. Furnished three bedroom house, 1½ bathrooms. Bright kitchen leading to open verandah and garden. Private drive. Five minutes walk to Yonge and Eglinton. Monthly rental dependent on length of rental period. 483-2179.

Perfect for visiting dignitaries or students! Bright, warmly furnished 1-bedroom apt. available close to Univ. of Toronto. Mid-May thru June. Rent plus deposit. 964-6973.

Short Term Rental. May 1 — August 31, 1987. Furnished bungalow with attached garage in Parkview Hills (west of intersection of St. Clair Avenue East and O'Connor Drive). Near TTC bus to Woodbine subway stop. Two bedrooms and study, central air conditioning. Phone (416) 759-9949 or (613) 399-3113.

West End, close to subway. Spacious, bright, fully furnished 3 bedroom home in desirable, treed area. Air conditioning, 6 appliances, fireplace, carpeted, skylights, large, private garden, garage. One year occupancy, July 1st. \$1,500. Refs. 231-2695 evenings.

Yonge/Wellesley — 2 level, luxury. 1 bedroom, loft, new, winding staircase, 1½ baths, 15th floor. Roof-top outdoor pool-track, rooftop interior whirlpool and lounge area, saunas, exercise room, library, TV room, bicycle room, party room/guest suite, ensuite laundry, 4 appliances. 24hrs. security/plus suite alarm. Indoor parking. May 15, \$1,250.00 incl. 270-0829.

Furnished luxury apartment. Bathurst & St. Clair. 2 bedroom — private entrance. Parking. All amenities plus fireplace, microwave, sunroom. Available May 1st — Sept. 1st. Call evenings 653-0218.

Luxury furnished bachelor apartment (King & Bathurst) available now till end May perhaps Aug. Sauna, pool, squash, cinema, computer, dishwasher, lakeview. \$650 incl. util. Sylvia 691-2630/736-5385 TWTh 9-5.

Broadview/Oanforth — Detached luxury 4 bedroom house, just renovated and decorated, 5 appliances, garage, yard, \$1800+, June 1st or July 1st, year's lease. Option of renting with the house a separate entry, renovated basement bachelor apt., \$600, 454-0140.

North Leaside furnished house to rent. 1 September 1987 — 30 June 1988. 3 bedrooms, study, close to public transport, primary and secondary schools. \$1600 per month plus utilities. No pets. Phone 422-0538 evenings.

Furnished house, Rosedale, downtown Toronto, Aug. '87-Aug. '88 (flexible), 4 or 5 bedrooms, den, oak-trimmed din/rm., 2½ baths, 2 fireplaces, piano, playroom, deck, fenced patioed garden, 5 appliances. Quiet tree-lined crescent, near park, bus, shops. \$2,500/mo. 960-4964.

Bathurst/St. Clair. Brand new 4/5 bedroom semi-detached house, 2½ washrooms, 2 car parking, TTC at door. \$2000/month + utilities. Suzette Wong 977-0578 (O) 445-5566 (H).

Detached house, Avenue Road and Lawrence, furnished, 3 bedrooms, 1½ bathrooms, large playroom, garden, patio. Near excellent public and private schools. Available 12 months from August 1987 (negotiable). Non-smokers, references. \$1800/month + utilities. 487-7260.

Summer Rental. Furnished apartment, mid-June — early September, quiet High Park area, close to TTC, shopping, 20 min. to U of T. 2 bedrooms, study, living & dining room, garden, deck. \$990/month, utilities included. 532-0166.

Furnished house available, May through August, beautiful reno, sunny garden, two bedrooms or one bedroom plus study, fifteen minutes from U of T, \$1150/mo. plus utilities, 466-3858.

Mt. Pleasant — Davisville. Available immediately. Furnished house for rent. Major, minor appliances. 3 bedrooms, 2 baths, garage, deck, large garden, children welcome. NO PETS. \$1400/month plus utilities. 484-9876, after 2 p.m.

Summer Rental — High Park. Lovely furnished 2 bedroom home, near subway, available July 1 — Aug. 31. Parking, treed backyard. Suitable for 1 or 2 non-smoking adults. No pets. \$950/month. Evenings 769-5905.

Accommodation Rentals Required

Summer Rental (June 15-Sept. 1) furnished, two bedrooms, for gentleman stroke victim and companion. St. Clair Avenue Road area preferred. Write A. Dyer, P.O. Box 2347, Orillia, Ont. L3V 6V7 or call (705) 326-0763 (evenings).

Wanted for Summer '87. House or large apt., furnished, for July-Aug., 2-4 bedrooms, for professional people. Close to U of T. Willing to exchange apt. in NYC. Contact Mary Spire (212) 620-8175 or Jim Stephens (215) 386-8202.

Most responsible couple, very clean and tidy, will look after your house in return for a modest rent for June-July (approximately). Best references. 961-7762.

One bedroom unfurnished apartment, preferably in a house or duplex, for medical professional. Central location south of Eglinton desired. Will pay up to \$450.00 or consider house-sitting. Non-smoker. Excellent references. Please call Danielle at 691-2841.

Mature female academic from French Department, quiet, reliable, non-smoker, requires bachelor or one bedroom furnished or unfurnished apartment or flat. Private entrance. Within 5 min. walk to Victoria College or short direct subway ride. Starting August or September 1987. Phone 585-4408 or 487-0345.

Visiting professor arriving July 1, 1987 wishes to rent small house or 2-bedroom furnished apartment for 6 months. Prefer near U of T and T.W.H. Call Dr. Diamant 369-5011.

Need to sublet house or 2 bedroom apartment in downtown area for July & August. Will pay going rent and take on caretaking duties. Call Helen or Elizabeth Solterer collect (202) 965-3174.

Intensive Care Fellow from Australia with young family requires 3 BR. furnished house. Rent around \$1,000, for one year from July '87. High Park area preferred but all considered. Non-smokers. Ph. Dr. Steve Keeley 767-9248.

Accommodation Shared/Exchanges

Room and full board for woman in academic non-smoking home. Bloor-Ossington area, 10 minutes TTC from campus. \$400 monthly. Suits summer faculty or grad student. 535-2801 or 978-8261 Professor Salaff.

Semi-retired woman writer, financially secure, housebroken, flexible, interested in long-term house or apartment sharing near the University with friendly other or others (preferably musical). References. Let's discuss. Call or leave message. 923-4183.

Academic wishes to exchange 3 bedroom townhouse in Birmingham for accommodation in Toronto, for any period between June 25 and September 25. Bachelor or one bedroom apartment fine. Write Annis May Timpson, Dept. of Politics, Birmingham University, P.O. Box 363, Birmingham, U.K. B15 2TT or phone (416) 427-5575.

Exchange or for rent May 1st to September 15th, 1987, charming two bedroom cottage, heart of the English Cotswolds, and new small car for similar in area between Toronto and Peterborough. Linda 447-3659 or Frank 0451-21887 (Eng.)

Retired couple wish to exchange home for accommodation in British Isles, Ireland or Western European countries, for summer months, car included, references exchanged. Subway and bus convenient. No children. A. Wistow, 8 Ashton Manor, Toronto M8Y 2N5. 233-8133.

Accommodation Out-of-town

Furnished 3 bedroom townhouse. \$635/month + utilities. 6 appliances. 10 minute drive to mall shopping, cinemas, Simon Fraser University. 25 minutes downtown Vancouver. Scenic location. Available May 1st or negotiable. Phone Irene (416) 423-6899 or (604) 585-7635.

Farm Retreat. Spacious, furnished, farm house nestled in rolling Kendall Hills 1 hour N/E Toronto (Orono). Pool, garden, fireplace, modern conveniences. Time share 2 weeks each month over 4 month season \$1500. Other terms considered. 699-4290.

Accommodation Overseas

U Haifa or Technion Sabbatical? To rent or swap + cash difference. 3 bedroom, luxury, furnished apartment in Ahuza. 1.5 baths, incredible view, appliances, balcony, garden and garage. US \$350 + taxes + utilities. Call 783-6043 or HARTMAN @ ISRAEARN.BITNET.

PARIS — Left Bank (near Pantheon). Bright bachelor, fully equipped. Avail. June 1 — Dec. 31. 3200 Frs./month + utilities. Tel.: 922-4610.

Sabbatical Rental, Central Oxford. Two fully furnished luxury two-bedroom flats available August or October for one year. Large lvg./dining room, modern kitchen with fridge/freezer and stove, washer/dryer, gas fired central heating, 4 pc. bathroom, linen cupboard, 3 pc. shower room ensuite bedroom. Garage and parking. £600 p.m. excluding gas, hydro and telephone. Call 921-1348.

For Sale — France, Provence. 20 miles inland St. Raphael, one hour Nice airport. Artist's villa, 2 bed., 2 bath., sep. w.c., kitchen, all mod. cons., pool, 2000 m.sq. terraced garden; detached studio, S.W. aspect. For more information call 444-4908 after six.

Aix-en-Provence, South of France. A 3-bedroom house (furnished) in the picturesque village of Puylobier, 20 km. east of Aix. Available August 1987 — June 1988. \$400/month + utilities. Beth, 533-8844 (after 8 p.m.) or 978-7458 (days).

Vacation/Leisure

Barbados. Three comfortable, furnished cottages offering peace & privacy, landscaped gardens & palms. Covered verandahs. General maid service, gardener. Easy access Gibbes Beach (West Coast Road, near Speightstown). Contact McGrath 978-4941 or (evenings) 967-5992.

Backpack Canada & United States. Adventuresome backpacking treks in the magnificent Canadian Rockies, the Grand Canyon in Arizona, the lower Appalachians during the autumn colour season, the Florida Trail, hut hopping in the White Mountains of New Hampshire, the Andes Mountains of Peru (two separate trips — backpacking and guided tour), the North Cascades in Washington State and other exciting treks. For those who feel a full backpacking trip would be too difficult for them, we have some trips where we hike out daily from a base camp in scenic back-country areas. No experience necessary. Trips are 7 to 10 days' duration (Peru is 17 days). Request brochure. WILLARD'S ADVENTURE CLUB, Box 10, Barrie, Ontario, Canada L4M 4S9. (705) 737-1881 daytime, (705) 728-4787 evenings.

Furnished house for rent — Florida. Kissimmee near Disney World and other attractions. Golf & tennis nearby. Three bedrooms plus den, two baths, air-conditioned. Rent \$220.00 U.S./wk. Monthly rate available. Will need a car. (416) 444-3700 evenings.

To Rent: August 1987. Beautiful cottage in lovely British village. All amenities. Sleeps 4 comfortably. £120/week or negotiable for 3 weeks. Write: Robinson, 2 Court Cottages, Fitzhead, Taunton, Somerset, TA4 3JP. 011-44-823-400-264 or contact Dr. M. FitzGerald 978-4532.

Bruce Peninsula, lakefront, three bedroom cottage, knotty pine interior, fireplace, hot water, \$230 per week, 978-4676 days.

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Typing of books, theses, articles by university graduate. Six years' experience typing lengthy university documents in most disciplines. Excellent work; brief turnaround. IBM Correcting Selectric III. \$1.50 each double-spaced text page. Pamela, 925-4967. St. George.

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Word processing services — manuscripts, theses, resumes, reports, etc. Efficient, reasonable and fast. Call The Office Works 531-8782.

Miscellaneous

Your Own Credit Union. If you are employed by the U of T you can join the Universities and Colleges Credit Union (Unicoll). For further information call 978-5505 and ask for the member services department.

Passport Photos: We moved! Now at TGH in rm. CCRW3-802 (3rd floor College St. entrance). Still \$6.50 (incl. tax) for 2 B/W Polaroid (Cash or Internal Billing only). 595-4084. **Wednesday 11-1** — no appointment necessary.

ACCENT NEED ADJUSTMENT? Workshops forming with "accent" on production and formation of the English sound system, English pronunciation and intonation patterns. Now in its third year. Over 200 satisfied graduates attest to its value. Small groups. Personalized attention. Christine Gandy, B.A., Reg. OSLA Language/Speech Pathologist. 767-6691.

WORDPROCESSING! Do-it-yourself at TEDDY BEAR COMPUTER TIME RENTAL. No experience needed — we help. Three hours FREE TIME to new customers after 6 p.m. LASER PRINTING. 20 Spadina Rd. at subway. 921-3830.

ACCENT MODIFICATION. Group and individual instruction for those wishing to improve spoken English skills. Contact: Sandra Henderson of The Canadian Corporate Speaker (416) 927-9357.

Psychotherapy ... when it all turns out as you planned, but it wasn't what you had in mind. Mark Egit, Ph.D., Medical Arts Bldg., 170 St. George, 537-5550.

ACUPUNCTURE by Tak Lin Lai. Traditional Chinese medicine doctor, former chief surgeon, 20 years' acupuncture experience in China. Specializes arthritis, strain, sprain. Pain relief, allergies, tension, hypertension, smoking, weight control, etc. Call 532-4638, 683 Ossington Ave. (subway).

Volunteers. Females needed for study of effects of menstrual cycle on taste perception. \$50 compensation. Leave message for Maria at 369-5493.

Ph.D. English editor and proof-reader available. Worked in Canada, U.S., Britain. Call 920-3964 or 591-1626.

Car Parking Place (Reserved) required from July 1, 1987, at south end of campus — preferably near Galbraith Building. If you are going on sabbatical, why not sublet your parking place while away? Required by Professor Jeff Packer, Tel. 978-4776.

Wanted immediately: Ph.D. in Electrophysiology (or Biophysics) to study medical cold lasers and their effects on nerves and skin healing. The NRC contract runs 1-2 years. Contact Prof. Pomeranz, Dept. of Zoology 978-8646.

Buddha's Birthday Celebrations. Sat., May 2, 10 a.m. Religious Service & Talk by Zen Master Samu Sunim; 3 p.m. "Buddhism & Western Thought" (Talk, Prof. L. Priestley); 6:30 p.m. Vegetarian Feast & Evening of Poetry & Music (Tickets \$25). Sun., May 3, 2 p.m. Buddhist Tales for children; 4:30 p.m. Intro to Zen & Meditation (Talk); 7 p.m. Lantern Service. Zen Buddhist Temple, 46 Gwynne Avenue (King & Dufferin) 533-6911.